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Auditee :	<b>SHENZHEN ZHENHAN INFLATABLES CO.,LTD</b>
Audit Date From :	<b>11/05/2016</b>
Audit Date To :	<b>11/05/2016</b>
Expiry Date of the Audit :	<b>11/05/2017</b>
Auditing Company :	<b>TUEV Rheinland</b>
Auditor's Name(s) :	<b>Todd Zhang(Lead)</b>
Auditing Branch (if applicable) :	<b>TUV Rheinland China</b>

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## BSCI Audit Summary Report

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

**Rating Definitions**



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

**Main Auditee Information**



Name of producer :	<b>SHENZHEN ZHENHAN INFLATABLES CO.,LTD</b>		
DBID number :	<b>359415</b>		
Audit ID :	<b>48881</b>		
Address :	<b>2/F &amp; 3/F, 7B, PengLianJia Technological Park, ShiBi Village, PingDi Town, Longgang District Shenzhen</b>		
Province :	<b>Guangdong</b>	Country :	<b>China</b>
Management Representative :	<b>Mr. Xiao Junfeng</b>		
Contact person:	<b>Junfeng Xiao</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Others</b>	Product group :	<b>Others</b>
Product Type :	<b>Inflatables product</b>		

**Audit Details**



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 11/05/2017

**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
C	C	A	A	B	D	B	A	A	A	A	C	A

**Executive summary of audit report**

SHENZHEN ZHENHAN INFLATABLES CO., LTD was established on 10 Aug. 2004. The factory was located at 2/F & 3/F, 7B, PengLianJia Technological Park, ShiBi Village, PingDi Town, Longgang District, Shenzhen, China, and the owner of Building 7B was Shenzhen Xuhuanhui Property Management Co., Ltd. The main product of the factory was Inflatables product. The main production processes were listed as follows: PVC Hot Pressing, Cutting, Sewing, Packing.  
There were total 45 employees recruited by the factory

**Ratings Summary**



Auditee's background information			
Auditee's name :	SHENZHEN ZHENHAN INFLATABLES CO.,LTD	Legal status :	Ltd Company
Local Name :	深圳市圳汉充气制品有限公司(注册号: 440307106659791)	Year in which the auditee was founded :	2004
Address :	2/F & 3/F, 7B, PengLianJia Technological Park, ShiBi Village, PingDi Town, Longgang District	Contact person (please select) :	Junfeng Xiao
Province :	Guangdong	Contact's Email :	zhenhan13@zhenhaninflatable.com
City :	Shenzhen	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	N/A
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	N22°47'47.81? E114°19'59.32?	Total turnover (in Euros) :	6530000.00
Sector :	Non-Food	Of which exports % :	99.00
Industry :	Others	Of which domestic market % :	1.00
If other, please specify :		Production volume :	50000 pieces/month
Product Group :	Others	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Inflatables product		

Auditee's employment structure at the time of the audit			
Total number of workers :	45	Total number of workers in the production unit to be monitored (if applicable) :	0
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	23	22	
Temporary workers	0	0	
In management positions	5	3	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	19	18	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	23	22	
Production based workers	0	0	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 48881] Audit Date: 11/05/2016 PA Score: C

Deadline date:10/05/2017

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee has established a management system to ensure daily operations work in line with BSCI conduct of code, social responsibility policy was issued. The BSCI COC in local language was posed on the notice board in the factory. Mr. Zhang Zhijun / General Manager was responsible that the BSCI social requirements. The last internal social responsibility review was conducted on 28 Mar. 2016. The auditee was established workforce planning and cost accounting procedure was established. However, gaps have been identified in implementation. Based on satisfactory evidence, the main auditee respects this principle. However:

整体观察表明被评估企业已建立了管理系统,确保日常运营工作从符合BSCI行为准则,企业已建立了社会责任政策。中文版的BSCI行为守则张贴在企业内的广告板上。企业的总经理张智军先生负责BSCI社会责任要求。最新的企业内部社会责任审查2016年3月28日进行的。企业建立了产能规划和成本核算程序。然而,在实施过程中存在差距。基于令人满意的证据,被审核方尊重BSCI的本条款原则,但是:

- 1.3 - It was noted that the factory did not monitor its business partners completely regarding BSCI performance such as COC or TOI was not signed by its suppliers.  
评估中发现工厂没有完全根据BSCI行为守则对其合作伙伴进行监督,比如没有让其供应商签订BSCI COC和TOI。
- 1.4 - It was noted that the factory didn't organize effective workforce capacity plan to meet the expectations of the delivery order, thereby many workers' monthly overtime hours exceeded 36 hours.  
工厂未安排有效的的产能计划以满足订单交付的要求,因而导致许多员工月度加班超过36小时。

**Remarks from Auditee:**

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 48881] Audit Date: 11/05/2016 PA Score: C

Deadline date:10/05/2017

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee's management shows fulfils the requirements of this performance area, the auditee has set and publicly stated their mission, vision and objective, which also refer to BSCI COC. Furthermore, the auditee has ensured worker involvement via detailed procedures and trainings on worker and worker representation and grievance mechanism. Satisfactory evidence has shown that there are freely-elected worker representatives, who meet and communication with management at least twice per year. An annual training plan is established. Training record on health, safety, work rule and working skills which provided for employees were documented. However, gaps have been identified in implementation. Based on satisfactory evidence, the main auditee respects this principle. However:

整体观察表明被评估企业的管理满足这个章节的要求,受审核方参照了BSCI行为守则,公开表示他们的使命、愿景和目标。此外,被评估企业确何了职工参与,通过详细的程序及对工人和工人代表进行申诉机制培训。令人满意的证据表明,由自由选举的工人代表,工人和管理至少每年两次沟通,企业建立年度培训计划。企业对员工的健康、安全、厂规和工作技能进行了培训,且保存了培训记录。然而,在实施过程中存在差距。基于令人满意的证据,被审核方尊重BSCI的本条款原则,但是:

- 2.2 - The factory didn't define relative goals on the working hours and legal benefits, although there was gap with legal requirement.  
没有制定有关工作时间和法定福利的目标,尽管其执行情况与法规要求有差距。
- 2.4 - Basic CSR training has been provided to workers, but no training on the BSCI ToI was provided and the worker representatives didn't have awareness on the code 2014.  
工厂有进行基本的社会责任培训,但是没有BSCI生产商专用实施条款进行相关的培训,员工代表也没有相应的知识。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 48881] Audit Date: 11/05/2016 PA Score: A

Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The overall observation shows that the Right of association or collective bargaining was not restricted. Mr. Xie Chaowen was elected as employee representatives in 2016. Employees can raise their concerns through worker representatives, suggestion box, meeting and their team leader.

整体的观察表明,结社自由与集体谈判权不受限制。谢朝文当选为在2016年当选为员工代表。员工可通过工人代表,意见箱,或直接和他们的领导反映他们所关心的问题。

**Remarks from Auditee:**

<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 48881] Audit Date: 11/05/2016 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The overall observation shows that no discrimination in the factory, the auditee has established Non-discrimination policy and procedure. Workers came from different provinces of China. During worker interviews, it was found that there was no unequal, abuse, unusual disciplinary practices, and there were no preference on the religion, origin, political affiliation or age, gender or social background.</p> <p>整体观察表明被评估企业里没有歧视,企业已建立了禁止歧视程序,工人来自中国的不同的省份。在员工访谈中,员工反映在被评估企业里,没有不平等,虐待,不寻常的纪律处分,且没有对宗教,出身,政治派别或年龄,性别或社会背景有偏见。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 48881] Audit Date: 11/05/2016 PA Score: B	Deadline date:10/05/2017
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The local Legal minimum wage document was collected by the auditee, Legal minimum wage was RMB1808/month before 01 Mar. 2015 and RMB2030/month since 01 Mar. 2015. Payrolls from May 2015 to Apr. 2016 were reviewed randomly. Payrolls for 6 workers from different workshop were randomly selected for review. As shown in the payroll and verified through worker interviews, wage was calculated at hourly rate. Factory paid the lowest wage for worker was RMB2030/month before 01 Apr. 2015 which was met the legal minimum wage. Overtime work was compensated legally. Wages were paid by cash within 7 days after the end of the calculation period. It was verified through worker interviews. The factory provided the same pay for male/female employees in the same workstation, all employees were treated equally. The workers' work overtime was compensated legally. Wages were transferred to the workers by cash within 7 days after the end of the calculation period. However, gaps have been identified in implementation. Based on satisfactory evidence, the main auditee respects this principle. However:</p> <p>企业收集了当地法定最低工资文件,当地法定最低工资在2015年3月1日前为人民币1808元/月,在2015年3月1日后为人民币2030元/月。随机抽了6名来自不同车间的工人从2015年5月至2016年4月的考勤记录。企业用电子考勤处理系统记录员工的考勤。评估中随机抽了9名来自不同车间的工人从2015年5月至2016年4月的工资记录。通过工资记录评估和员工访谈得知,企业给工人支付的工资按时薪计算。企业给员工支付的最低工资在2015年4月1日前为人民币2030元/月,其已符合当地法定最低工资要求。企业对男/女员工在相同岗位提供相同的报酬,所有员工均公平对待。员工的加班工资依法得到补偿,企业在工资计算结束后7天内通过现金给工人。然而,在实施过程中存在差距。基于令人满意的证据,被审核方尊重BSCI的本条款原则,但是:</p> <p>5.5 - The factory did not provide retirement insurance for all employees as per legal requirements. There were 45 employees worked in the factory in Apr. 2016, the factory only purchased retirement insurance for 15 workers although the factory purchased medical insurance, accident injury insurance, maternity insurance and unemployment insurance for all employees, however, the factory purchased accident injury insurance for all workers. Reference law: Social Insurance Law of the People's Republic of China (2010), Article 10, 23, 33, 44 &amp; 53.</p> <p>工厂没有为所有员工购买养老保险。在2016年4月工厂有45个员工,虽然公司为所有员工购买了医疗保险、工伤保险、生育保险和失业保险,但公司仅为15个员工购买了养老保险,不过,工厂为所有员工购买了意外伤害险。参考法规:中华人民共和国社会保险法(2010)第10、23、33、44条和第53条。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 48881] Audit Date: 11/05/2016 PA Score: D	Deadline date:10/05/2017
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Normal working hour is 8 hours per day and 5 days per week. Only one shift was arranged, working hours: 8:00~12:00, 13:30~17:30, and if needed, overtime started from 18:30 to 20:30. Time records from May 2015 to 30 April 2016 were reviewed randomly. Time records for 9 workers from different workshop were randomly selected for review. Electronic data processing system was accessed. Maximum 2 hours overtime per day and 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily. However, gaps have been identified in implementation. Based on satisfactory evidence, the main auditee respects this principle. However:</p> <p>企业正常工作时间为每天8小时,每星期上班5天。企业只安排有一个班,工作时间:8~12:00、13:30~17:30,如果需要加班:18:30-20:30。评估中随机抽查了9名不同车间的工人从2015年5月至2016年4月30日的考勤记录。企业用电子考勤处理系统记录员工的考勤。员工每天加班2小时,6天连续工作后休息1天。在员工访谈时,工人们反映他们加班是自愿的。然而,在实施过程中存在差距。基于令人满意的证据,被审核方尊重BSCI的本条款原则,但是:</p> <p>6.2 - Based on the attendance records from May. 2015 to audited date and workers interview, it was noted that all randomly selected 9 workers' monthly overtime hours exceeded 36 hours from May 2015 to Apr. 2016 except Feb. 2016. The maximum monthly overtime hours were 60 hours in Apr. 2016. Reference law: Article 41 of the China Labor Law.</p> <p>根据2015年5月至审核当日的考勤和员工访谈,发现在2015年5月至2016年4月期间(除了2016年2月),9个抽样员工每月加班超36小时。在2016年4月,每月最多加班60小时。参考法规:中华人民共和国劳动法 第四十一条。</p>	
<b>Remarks from Auditee:</b>	

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

Full Audit [Audit Id - 48881] Audit Date: 11/05/2016 PA Score: B

Deadline date:10/05/2017

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee shows fulfils the requirements of this performance area. During plant tour, it was found that proper personal protective equipment's were provided with proper warnings. Training records on personal protective equipment usage were reviewed. Construction Fire Prevention Check & Acceptance Certificate were provided for review. Fire early warning system was installed and inspected monthly. Sufficient fire extinguishers and fire hydrants were installed and inspected monthly. Emergency lights and exit marks were installed properly and inspected monthly. The evacuation drills were conducted twice per year. Evacuation routes were not blocked and evacuation plans were posted at each workshop. There was one freight elevator in place with its valid qualification certificates. Machines were maintained in safe condition. There were 3 first aider trained workers in the factory. Sufficient first aid kits stocked with necessary supplies were provided in workshops. Based on satisfactory evidence, the main auditee respects this principle. However:

整体观察表明被评估企业满足这个章节的要求。在现场巡查中发现,企业给员工提供了个人防护用品,且有相应的警告标识。个人防护用品的使用培训记录已评估。工厂提供了建筑的消防验收报告和建筑工程竣工验收报告供评估。企业安装了消防预警系统,足够的灭火器,消防栓,应急灯和出口标志,且每月进行了检查。消防演习每年进行了两次。每个车间粘贴了消防逃生图,巡查中所有的逃生通道畅通。企业有一个货梯,且保留了该特种设备的有效证件。机械设备维护在良好的状态。企业有3个培训过的急救员,车间里提供了充足的急救用品。基于令人满意的证据,被审核方尊重BSCI的本条款原则,但是:

- 7.1 - 1) The factory didn't update or assess health and safety regulations regularly, some regulations were not updated such as Law of safety production or General Guide for safety electric user. 2) The factory didn't provide the occupational health examination reports of some workers who contact thinner for review. Reference law: PRC Law of Prevention and Control of Occupational Diseases article 36.  
1)工厂未定期更新或评估健康安全法规,部分法规未更新,如安全生产法和用电安全守则。2)部分使用开油水的员工的职业病体检报告未能提供。参考法规:《中华人民共和国职业病防治法》第三十六条。
- 7.3 - The factory didn't carry out risk assessments for high frequency hot machines, sewing machines and cutting machines, nor assessed risk of young workers.  
工厂未对工厂的高周波热熔机、裁床和针车进行风险评估,也未对未成年工进行风险评估。
- 7.4 - It was noted that workers or their worker representatives were not involved in developing and implementing OHS systems, such as not involved risks assessment.  
工人或者工人代表没有参与制定和实施健康安全系统,如参与风险评估。
- 7.5 - Based workers interview, 2 randomly selected 9 workers didn't know how to use extinguishers. Reference law: Provisions on the administration of the fire safety of organs, groups, enterprises and public institutions, article 40.  
通过员工访谈,9个员工有2个不知灭火器如何使用。参考法规:机关、团体、企业、事业单位消防安全管理规定 第40条
- 7.7 - It was noted that the factory didn't provide second container for thinner in chemical warehouse, nor MSDS of thinner. Reference law: Article 20 of Safety Administration of Hazardous Chemical.  
现场观察发现,工厂未给化学品仓的开油水提供二次容器,此外没有开油水的MSDS。参考法规:危险化学品安全管理条例第20条
- 7.8 - The factory didn't develop emergency plans of the elevator accidents, Reference law: Law on Special equipment safety, Article 34.  
工厂没有制定电梯事故应急预案。参考法律:《特种设备安全法》第34条。
- 7.9 - 1) There were not warning scald signs for the high frequency machines. Reference law: Safety production law of the people's Republic of China, article 32.  
2) The factory didn't label warning signs for the container of thinner. Reference law: Article 20 of Safety Administration of Hazardous Chemical.  
1)高周波热熔机没有当心烫伤的警示标识。参考法规:中华人民共和国安全生产法 第32条。  
2)工厂未对装开油水的容器进行安全警示。参考法规:危险化学品安全管理条例第20条
- 7.13 - 1) The factory did not inspect the electrical installations, such as electric boxes, electrical sockets etc. Reference law: Production Safety Law of the People's Republic of China, article 33.  
2) There was no grounding protection for the metal gate of a electric box in 3/F.  
Reference law: Code for construction and acceptance of grounding equipment installation engineering, article 3.1.1  
1)工厂未定期检查电气装置,如电箱,电源开关等。参考法规:中华人民共和国安全生产法 第33条。  
2)3楼有个电箱的金属门无接地保护。参考法规:接地装置施工及验收规范 第3.1.1条
- 7.16 - The factory didn't set up an assembly point label in safety assembly area.  
工厂没有在安全集合区域设立安全集合点标识
- 7.17 - It was noted the factory didn't install guards for the exhaust fan in 3/F. Reference law: General safety requirements for machinery processing equipment, article 4.4.3  
现场审核发现,3楼的排气扇无安全防护。参考法规:机械加工设备一般安全要求 第4.4.3条

**Remarks from Auditee:**



<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 48881] Audit Date: 11/05/2016 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The overall observation shows that the auditee shows fulfils the requirements of this performance area. The factory establishes an employment management procedure which states the factory should never employ and use any child labor under the age of 16 years old, and the factory will verify all employees' original ID cards at the time of recruitment and keep the photocopies of employees' ID cards in the personnel files.</p> <p>整体观察表明被评估企业满足这个章节的要求。企业建立了雇用管理程序，陈述其不使用小于16岁的童工。企业在招聘员工时会核查员工的身份证原件和保留其复印件在员工档案里。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 48881] Audit Date: 11/05/2016 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>There was no young worker identified based on document review, plant tour and worker interviews. The risk assessment for young worker was conducted while the factory did not engage any young worker.</p> <p>基于文件审阅，现场走访和员工访谈，没有发现未成年工。工厂没有聘用未成年工，但工厂还是进行了有关未成年工的危險评估。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 48881] Audit Date: 11/05/2016 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>No temporary workers or agency workers were used by factory. Factory signed labor contract with all employees as legal requirements.</p> <p>工厂没有使用临时工或劳务派遣工。工厂按法规要求和所有员工签订劳动合同。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 48881] Audit Date: 11/05/2016 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Based on site tour, document review and interview, The factory does not limit the employees' freedom including resignation or ask for leave from the factory. The inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse never occurrence. There was no prison labor or forced labor. No ID card or wage was withheld by factory. It was observed that workers were working without pressure. Disciplinary measures were all reasonable: Verbal warning, warning letter and termination.</p> <p>基于现场走访，文件评估和访谈，企业没有限制员工的自由，包括离职或请假。工人从未受到不人道或有辱人格的待遇、体罚、精神或肉体胁迫和/或辱骂。工厂里没有监狱劳工或强迫劳动。企业没有扣留工人的身份证和工资。员工在企业里工厂没有压力。企业的处罚措施是合理的，处罚措施包括：口头警告，警告信和解除劳务关系</p>	
<b>Remarks from Auditee:</b>	

**Performance Area 12 : Protection of the Environment**

Full Audit [Audit Id - 48881] Audit Date: 11/05/2016 PA Score: C

Deadline date:10/05/2017

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee shows fulfils the requirements of this performance area. The environmental monitoring reports (industrial enterprises noise at boundary, waste gas, waste water) were provided for review and acceptable. But the gaps have been identified in implementation. Based on satisfactory evidence, the main auditee respects this principle. However:

整体观察表明被评估企业满足这个章节的要求。环境因素监测报告(厂界噪音, 废水, 废气)提供查阅。但是在实施过程中存在差距。基于令人满意的证据, 被审核方尊重BSCI的本条款原则, 但是:

**12.1 -** The factory didn't identify the significant impacts associated to its activity  
工厂没有识别其生产活动产生的重要环境影响

**12.2 -** The factory didn't update and evaluate regularly its applicable environmental law, some regulations were missed, such as Law of Environmental Protection.  
工厂没有定期更新和评估其适用的环境法规, 部分法规没有识别, 如环境保护法

**Remarks from Auditee:**

**Performance Area 13 : Ethical Business Behaviour**

Full Audit [Audit Id - 48881] Audit Date: 11/05/2016 PA Score: A

Deadline date:10/05/2017

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The auditee established anti-bribery policy and procedure. The procedure included handling any act of corruption and identified where the major risks of corruption could occur. Based on site tour, interview and document review, no any corruption behavior was found. The auditee established a procedure to protect confidentiality of personal private information.

工厂建立了反贿赂政策和程序。程序包括处理腐败行为和主要风险发生点。基于现场走访, 访谈和文件审核, 没有发现腐败行为。工厂建立了保护个人隐私信息的程序。

**13.1 -** The auditee didn't provide the training about ethics and integrity to workers and managers.  
被审核方没有提供关于道德和诚信的培训给工人和管理人员。

**Remarks from Auditee:**

**Summary** 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	11/05/2016	48881	C	C	A	A	B	D	B	A	A	A	A	C	A	C

**Producer Photos**



No Photos Available