
Auditee :	GUANGDONG SINGWEAR GARMENTS CO., LTD
Audit Date From :	17/11/2020
Audit Date To :	19/11/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV NORD GROUP
Auditor's Name(s) :	Jack (Jun Yi) DONG(Lead)
Auditing Branch (if applicable) :	



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

Main Auditee Information



Name of producer :	GUANGDONG SINGWEAR GARMENTS CO., LTD		
DBID number :	334274		
Audit ID :	198226		
Address :	Xiangang Industrial Park, Simapu Town, Chaonan District, Shantou		
Province :	Guangdong	Country :	China
Management Representative :	Che Tongbiao		
Contact person:	Che Tongbiao	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Underwear		

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 type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" 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 : 19/11/2021	

Rating per Performance Area (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	C	A	A	B	D	A	A	A	A	A	B	A

Executive summary of audit report

[Location and basic information]:
This was a semi announced full audit for GUANGDONG SINGWEAR GARMENTS CO., LTD 广东欣薇尔服装有限公司(914405146771147201), which was located at Xiangang Industrial Park, Simapu Town, Chaonan District, Shantou, Guangdong, China (中国广东汕头潮南区司马浦镇仙港工业区).

The factory was established on July 18, 2008 and its business operation validity was long-term. The auditor verified the business license with the address, legal entity representative, business scope, and other information according to website <http://www.gsxt.gov.cn/>. The local factory name and address was same as above.

[Structure of facility]:
Within the factory boundary, there were two factories in the same industrial park including the auditee and another Garments Co., Ltd. specialized in garments manufacturing. There auditee owned one 6-storey production building (total area around 24200 square meters) and one 11-level production building (total area around 7800 square meters), one 6-storey building (total area around 5245 square meters, 1F to 3F used as office and 4F to 6F as dormitory room). The factory also rented one 6-storey dormitory building #4 from the garment Co., Ltd. (total area around 7130 square meters). Independent business licenses and lease contracts were provided for review. Per onsite observation, management and workers interview, no production business relation, co-mingle management and worker with other factories was detected.

The main products manufactured by the facility were Underwear. The main production activities include weaving, cutting, sewing, printing, ironing, inspection and packing. The dyeing was subcontracted if the production needed. There were no subcontracted labor noted in the factory. No security guards used by auditee. The security guards at entrance was used by the industrial park. There was one kitchen and canteen building in the Garments Co., Ltd. Two factories shared same kitchen and canteen. The canteen was operated by the garment Co., Ltd.

[Employee analysis]:
A total of 412 employees were currently working at the factory, which included 160 male employees and 252 female employees. The ethnic backgrounds of employees were all Chinese, 139 employees were migrated from other Provinces such as Hubei, Guangxi and etc. All workers were recruited by the factory directly. The youngest employee at the factory was 18 years old.

[Working hours]:
According to management and provided time records from October 2019 to the audit day, the factory used face recognition system to record workers' working hours. There were two shifts for workers in weaving section, the day shift was from 8:00 to 20:00 and the night shift was from 20:00 to 8:00. Workers in other production departments have one shift and their regular working hours were from 8:00 to 12:00 and 13:30 to 17:30. 3 to 4.25 regular overtime hours were conducted for 5 times a week and 8 rest day overtime hours on Saturday was also arranged generally. And the sample workers' maximum overtime hours were 4.25 hours a weekday, 12 hours a rest day, 32 hours a week and 172 hours a month in the sampled months. The most consecutive working days without rest were 6. As per factory management, there was no obvious peak production month in the factory.

[Wage information]:
Payroll records of October 2019 to September 2020 were provided for review and 22 employees were selected as samples, it was noted that the minimum hourly wage of the sample workers was RMB 8.91, which was equal to the local legal minimum hourly rate standard. The regular overtime hours and rest day overtime hours were paid at 150% and 200% of regular rate, respectively. Employees were paid by hourly rate around 25th of each month for previous payment cycle by cash.

[Summary of social insurance]:
It was noted that there were a total of 412 employees including 11 newly hired employees and 22 retired employees (all were permanent and non-dispatched employees) in the factory, thus totally 379 employees were eligible to receive five types of social insurances according to the law. The social insurance receipts from August to October 2020 were provided for review. Based on social insurance receipts of October 2020, 155 employees (40.8% employees) were enrolled in pension insurance, unemployment insurance, medical insurance, child-bearing insurance and occupational injury insurance. The auditee provided commercial accident insurance to the rest workers.

[Summary of closing meeting]:

All the findings were discussed with the management in the closing meeting. The factory signed the onsite finding report, BSCI COC & TOI. The auditor reminded the factory that they should submit the Remediation Plan into the BSCI Platform within 60 days. The management was receptive of all the findings and gave the willingness to take appropriate corrective actions.

The performance areas needed improvement were PA1, PA2, PA5, PA6, PA7 and PA12.

Remark

1: There was no contractor or agency used by the auditee, which makes the agency labour contract or contractor license/permit not applicable; there was no collective bargaining agreements in the factory; the auditee did not obtain any government waivers.

2: [APSCA Status]:

Auditor: Jack Dong

APSCA Auditor Number: RA 21703843

Ratings Summary



Auditee's background information			
Auditee's name :	GUANGDONG SINGWEAR GARMENTS CO., LTD	Legal status :	Limited company
Local Name :	广东欣薇尔服装有限公司 (914405146771147201)	Year in which the auditee was founded :	2008
Address :	Xiangang Industrial Park, Simapu Town, Chaonan District,	Contact person (please select) :	Che Tongbiao
Province :	Guangdong	Contact's Email :	chetb@singwear.com
City :	Shantou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N23°15'55"; E116°23'2"	Total turnover (in Euros) :	19000000.00
Sector :	Non-Food	Of which exports % :	92.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	8.00
If other, please specify :		Production volume :	1300000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Underwear		

Auditee's employment structure at the time of the audit		
Total number of workers :	412	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	160	252
Temporary workers	0	0
In management positions	45	77
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	63	76
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	160	252
Production based workers	115	175
With shifts at night	41	13
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 198226] Audit Date: 17/11/2020 PA Score: D

Deadline date:19/02/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee has established complete BSCI procedure. Mr. Che Tongbiao/HR manager was designated to be responsible for BSCI program and ensure the BSCI program is implemented effectively. The BSCI Code of Conduct had been posted on site for employees' knowledge. They required all suppliers to sign a commitment regarding social responsibility. For main suppliers, they conducted on-site assessment to evaluate their social performance and the relevant report and corrective action were kept for tracking. However, based on satisfactory evidence, the main auditee did not fully respect this principle.

被审核方建立了完整的BSCI管理程序。车同彪/人事经理被指定负责BSCI项目且确保BSCI项目有效执行。现场有张贴BSCI行为准则，方便员工了解。他们要求所有的供应商签一份社会责任承诺书。对于主要的供应商，他们会进行现场评估其供应商的表现，并保存相关的报告及整改资料以便跟进。但是，基于令人满意的证据，主要受审核方没有完全尊重这个原则。

1.1 - The main auditee partially respected this principle because BSCI new Code was not carried out effectively, which resulted in the issues on management system, working hour, Remuneration, H&S, etc.

生产商部分遵守该原则，被审核方（生产商）BSCI新准则未得到有效执行，以致于工厂在管理系统、工时、福利以及健康安全等有问题。

1.4 - It was noted that the auditee's workforce capacity was not properly organized to meet the expectations of the delivery orders or contracts, which led to overtime hours exceeding legal requirement.

评估中发现工厂没有合理规划产能以满足订单交期或合同的预期，从而导致加班时间超过法定要求。

Remarks from Auditee:

Accept and will take corrective action.

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 198226] Audit Date: 17/11/2020 PA Score: C

Deadline date:19/02/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee had established the policies and procedures to guarantee the workers' rights, such as safety issues, wages, benefits and etc. The auditee also had established the management procedure to elect employee representatives in a fair manner, and ensure the workers involvement and information exchange on workplace issues. The auditee established annual training plan and provided training to employees to realize their right and responsibility. However, based on satisfactory evidence, the main auditee did not fully respect this principle.

被审核方制定了政策和程序来保障员工的权益，比如安全问题、薪资、福利等。同时被审核方有建立程序来公平选举员工代表，确保员工的参与及在工作问题上的交流。被审核方制定了年度的培训计划，提供培训让员工了解自己的权利与职责。但是，基于令人满意的证据，主要受审核方没有完全尊重这个原则。

2.2 - As per document review, management and workers interview, it was noted that though the factory established the target of social responsibility according to the local law and BSCI Code of Conduct, however, the factory did not define the target time and the step-by-step approach toward sustainable improvements.

根据文件查阅、管理和员工访谈，发现工厂虽然有根据BSCI行为准则制定社会责任目标，但是没有定义目标时间及如何逐步达到该目标的机制。

2.4 - The main auditee partially respected this principle because the interviewed workers and representative did not have good awareness about BSCI or other social compliances although the auditee provided the training records for review.

生产商部分遵守该原则，被审核方虽然提供了一些培训记录，但是被访谈的员工和员工代表对于BSCI或者其他的社会责任没有概念。

2.5 - The main auditee partially respected this principle because although the grievance procedure provided by the factory mentioned anonymous complaint was collected by suggestion box, no any grievance record was collected in the recent one year and the auditee did not conduct investigation about it. Moreover, the established grievance mechanism was not including all interested parties, only used for internal part.

生产商部分遵守该原则，工厂建立了匿名的申诉渠道，可以通过意见箱收集申诉记录，但是工厂近一年未收集到任何申诉记录，工厂并未开展任何调查。且工厂建立的申诉机制没有包含所有利益相关方，只是对工厂内部适用。

Remarks from Auditee:

Accept and will take corrective action.

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 198226] Audit Date: 17/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on management interview and document review, no labor union was established in the factory, but there were 8 employee representatives elected fairly by all employees on December 28, 2019. The meeting between employee representative and management was conducted around once per 3 months and the latest one was conducted in September 2020. Employees could raise their concerns through suggestion box, employee representative or management directly. Based on workers representative interview, no discrimination was found against worker representative. The workers representative could be freely to communicate with workers in the workplace at any time. Based on satisfactory evidence, the main auditee respected this principle. 根据管理访谈和文件查阅, 受审核方没有建立工会。但是有8名由所有员工于2019年12月28日选举的员工代表。员工代表与管理层大概每3个月举行一次会议, 且最近一次会议于2020年9月召开。工人可以通过意见箱、工人代表, 或直接向管理层反映自己的意见。根据员工代表访谈, 没有发现针对员工代表的歧视行为。工人代表在工作场所可以在任何时候自由地接触工人。基于令人满意的证据, 主要受审核方尊重这个原则。	
Remarks from Auditee: None	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 198226] Audit Date: 17/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on document review, management interview, workers interview and worker representative interview, it was noted the auditee has taken the necessary measures to avoid discrimination from the workers. The auditee has conducted internal assessment of the most risky activities in which discrimination may occur, and established written policy and procedures to avoid occurrence of discrimination behaviors. The auditee also had established mechanism to prevent workers from retaliation such as disciplined, dismissed or other kinds of discrimination for their complaints against infringements of their rights. No case of discrimination behaviors were identified during the audit. Based on satisfactory evidence, the main auditee respected this principle. 文件审核、管理层访谈、员工访谈及员工代表访谈, 发现被审核方采取了必要的措施来避免工人遭到歧视。被审核方已经对可能出现歧视的最具有风险性活动做出内部评估, 并制定了书面政策和程序以避免出现歧视行为。被审核方已建立程序以确保工人不因他们对侵权的投诉行为而被惩戒、解雇或歧视。在审核过程中, 没有发现被审核方存在歧视工人的行为。基于令人满意的证据, 主要受审核方尊重这个原则。	
Remarks from Auditee: None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 198226] Audit Date: 17/11/2020 PA Score: B	Deadline date:19/02/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on management and workers' interview and document review, employees were paid no less than the local legal minimum hourly rate of RMB 8.91 since July 1, 2018. Employees were paid on 150% and 200% of normal wage for the regular overtime hours and rest day overtime hours, respectively. Through payroll records review, management interview and employee interview, employees were paid on hourly rate basis around 25th of each month for previous payment cycle by cash. Paid annual leave, public holidays, sick leave, marriage leave, maternity leave and funeral leave were defined and provided to workers. No illegal deduction was deducted from workers' wage. The auditee provided the same wage and benefits for male and female employees in the same workstation, all employees were treated equally. However, based on satisfactory evidence, the main auditee partially respected this principle. 根据管理层及员工访谈、文件审核, 员工支付的工资不低于2018年7月1日之后当地法定最低小时工资8.91元。员工在平时加班和休息日加班分别支付正常工资的1.5倍和2倍工资。通过查看工资表、管理层访谈及员工访谈, 员工工资是按时薪支付的, 在每月25日左右以现金方式支付。工厂规定并提供了带薪年假、法定节假日、病假、婚假、产假和丧假给员工。没有任何不当的扣款发生。被审核方对男女员工在相同岗位提供相同的工资报酬, 所有员工均公平对待。但是, 基于令人满意的证据, 主要受审核方部分尊重这个原则。 5.5 - It was noted that there were a total of 412 employees including 11 newly hired employees and 22 retired employees (all were permanent and non-dispatched employees) in the factory, thus totally 379 employees were eligible to receive five types of social insurances according to the law. The social insurance receipts from August to October 2020 were provided for review. Based on social insurance receipts of October 2020, 155 employees (40.8% employees) were enrolled in pension insurance, unemployment insurance, medical insurance, child-bearing insurance and occupational injury insurance. The auditee provided commercial accident insurance to the rest workers. The commercial accident insurance was group insurance, with one year's validity period from March 6, 2020 to March 5, 2021. The factory management explained that some employees were not willing to participate in social insurance again as they purchased rural insurance at home. (Remark: The factory did not obtain the social insurance waiver) (Reference law/regulation: Article 72 and 73 of the PRC Labor Law.) 审核员发现工厂共有412名员工包括11名新进员工和22名退休员工(全部是长期且非派遣工), 因而共有379名员工符合参保条件, 工厂提供了2020年8月到10月的社保收据查看。根据2020年10月的社保收据, 155名员工(40.8%员工)参加了养老保险、失业保险、医疗保险、生育保险和工伤保险。工厂给其余所有员工提供了商业意外险。商业意外险是团体险种, 有效期为一年从2020年3月6日到2021年3月5日。工厂管理解释部分员工因为在老家购买了农保, 因而不愿意在厂里购买社保。(备注: 工厂没有获得社保批文)(参照法规: 《中华人民共和国劳动法》第72、73条的规定。)	
Remarks from Auditee: Accept and will take corrective action.	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 198226] Audit Date: 17/11/2020 PA Score: D	Deadline date:19/02/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The main auditee established Working Hour Management Procedure which defined that regular working hours were 8 hours per day and 40 hours per week. The main auditee used face recognition system to record working hours. Their regular work days were from Monday to Friday. Based on the records of 22 sampled workers, workers' maximum overtime hours were 4.25 hours per day, 32 hours per week and 172 hours per month; the longest consecutive working days without rest were 6. No statutory holiday overtime work was arranged. The peak season in the factory was not obvious. No one looked tired during the working time, no worker injured due to the overtime working during last 12 months, no forced labor was found, all the overtime hours were voluntary and no home worker was found. However, based on satisfactory evidence, the main auditee did not fully respect this principle.</p> <p>被审核方制定了工作时间管理程序，规定公司实行每天8小时、每周40小时的标准工时制。被审核方使用人脸识别系统来记录员工的工作时间。正常的工作时间为周一至周五。根据22名抽样员工的记录，最大加班时间为每天4.25小时、每周32小时和每月172小时；最长的连续工作天数是6天。未安排法定假日加班。工厂淡季不明显。未发现员工工作中表现疲劳，且过去12个月没有员工因为加班发生工伤，无强迫劳动情形，所有加班都出于自愿，未发现家庭工。但是，基于令人满意的证据，主要受审核方没有完全尊重这个原则。</p> <p>6.2 - Based on 22 sample workers' time records, it was noted that 22 out of 22 randomly selected workers' monthly overtime hours were 102.75-152 hours in September 2020 (latest payment month), 22 out of 22 randomly selected workers' monthly overtime hours were 95-124 hours in May 2020 (random month) and 22 out of 22 randomly selected workers' monthly overtime hours were 116-172 hours in December 2019 (random month), which exceeded legal overtime limit: 36 hours per month. In addition, the daily overtime was also exceeded the legal requirement of 3 hours in September 2020 (latest payment month), May 2020 (random month) and December 2019 (random month), with the maximum of 4.25 hours. (Reference law/regulation: PRC Labor Law article 41.)</p> <p>审核发现根据22名员工的考勤记录，2020年9月份(最近发薪月)随机抽样的22名员工中有22名的月加班时间为102.75-152小时，2020年5月(随机月)随机抽样的22名员工中有22名的月加班时间为95-124小时和2019年12月(随机月)随机抽样的22名员工中有22名的月加班时间为116-172小时，超过法定要求的月加班时间36小时。此外，2020年9月份(最近发薪月)，2020年5月(随机月)和2019年12月(随机月)员工日加班超过法律规定的3小时，最大为4.25小时。(参照法规：《中华人民共和国劳动法》第41条)</p>	
Remarks from Auditee: Accept and will take corrective action.	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 198226] Audit Date: 17/11/2020 PA Score: A	Deadline date:19/02/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The main auditee established effective system regarding health and safety, appointed one senior management to be responsible for health and safety affairs; periodical health and safety check were conducted. Adequate fire extinguishing equipment was installed at production areas. The production floors were kept in good condition. Adequate unlocked and unblocked evacuation exits were available at production floors; adequate first aid kits were equipped and qualified first aiders were available in main auditee. Clean drinking water was free access to all employees. However, based on satisfactory evidence, the main auditee partially respected this principle. Remark: The auditee provided dormitory, canteen and kitchen for employees. However, no transportation was provided.</p> <p>被审核方建立了有效的健康和安全管理体系统，并任命一位高级管理人员负责健康和安事务；定期组织安全检查。足够的消防设施配备在生产区。生产区域的健康安全状况保持良好。生产区有足够的、未上锁、未阻塞的安全出口；工厂配备了足够的急救药品和有资质的急救员。每名员工可免费饮用清洁的饮用水。但是，基于令人满意的证据，被审核方部分尊重BSCI的本条原则。备注：被审核方为员工提供了宿舍、餐厅和厨房。但是没有提供交通工具。</p> <p>7.1 - It was noted that the facility could not provide the qualification certificate of the principal in charge and persons for the management of work safety for review. (Reference law/regulation: Law of the PRC on Work Safety Article 24)</p> <p>审核发现企业无法提供该企业主要负责人和安全管理资格证书供审阅。(参照法规：依据《中华人民共和国安全生产法》第24条)</p> <p>7.3 - The factory did not provide pre-job, in-job or off job occupational medical examination for workers who were exposed to occupational hazards (High noise in the weaving section and there are benzene series in the printing section.) Reference law: PRC Law of Prevention and Control of Occupational Diseases article 35.</p> <p>工厂没有为接触职业性危害作业(织机部门存在噪音，印刷部门存在苯系物)的员工提供岗前，岗中，离岗职业病体检。参考法律法规：《中华人民共和国职业病防治法》第35条。</p> <p>7.4 - According to the provided occupational health and safety risk assessment form by the factory, worker and worker representative interview, worker and worker representatives did not participate in the occupational health and safety risk assessment.</p> <p>根据工厂提供的职业健康安全风险评估表，员工以及员工代表访谈，员工和员工代表没有参与职业健康安全风险评估。</p> <p>7.6 - It was noted that three workers exposed in large noise in weaving section of production building did not wear the provided earplug. In addition, two workers contacting chemicals in printing section did not wear the provided rubber glove or chemical prevention mask. (Reference law/regulation: PRC Safety Manufacturing Law article 54)</p> <p>审核员发现生产楼织造车间3名暴露在大噪音环境下的员工没有佩戴提供的耳塞。此外，印刷车间3名接触化学品的员工没有佩戴提供的橡胶手套和化学品防护口罩。(参照法规：《中华人民共和国安全生产法》第54条)</p> <p>7.8 - Based on satisfied evidence, the main auditee partially respect this principle 7.8 because the auditee did not display the accident and emergency procedure onsite to make it understood by employees and first aiders.</p> <p>基于令人满意的证据，受审核方部分尊重本原则的7.8，因为受审核方现场没有张贴意外和紧急事故处理程序让员工及急救员知晓。</p>	
Remarks from Auditee: Accept and will take corrective action.	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 198226] Audit Date: 17/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The auditee had established prohibiting child labor procedures and child labor remedial procedure. Ms. Lin Lulu/HR Clerk was in charge of employee recruitment and she would authenticate ID cards through eye-measurement, interview and physical appearance comparison. The auditee maintained the ID copies of all the 22 sampled workers in their personnel files. The auditee provided trainings on child labor prohibition, age verification mechanism and child labor remedial procedure to human resources and production department. No child labor was detected during current assessment, and the youngest worker in the auditee was 18 years old. Based on satisfactory evidence, the main auditee respected this principle.</p> <p>被审核方建立了禁止使用童工程序和童工拯救程序。林露露/人事文员负责员工招聘，她会通过目视、访谈和员工比对等方式去鉴别身份证。工厂在所有22个抽样员工的个人档案中保存了他们的身份证复印件。工厂给人力资源部门和生产部门提供了禁止使用童工、年龄识别机制和童工拯救程序的培训。此次审核没有发现童工，工厂目前最小年龄是18岁。基于令人满意的证据，主要受审核方尊重这个原则。</p>	
Remarks from Auditee: None	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 198226] Audit Date: 17/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The auditee has established written young worker protection policy and procedures which included preventing young workers from harms, providing health and safety training and grievance procedures to young workers, etc. Although no young worker was hired by auditee, the risk assessment and control measures were covered the special requirements of young workers in the health and safety management of the auditee. The youngest worker in the auditee was 18 years old. Based on satisfactory evidence, the main auditee respected this principle.</p> <p>被审核方建立了保护未成年工的程序，包括预防对未成年工的伤害、给未成年工提供健康安全培训以及未成年工申诉机制。虽然工厂没有雇佣未成年工，但是被审核方的风险评估和控制措施包含了未成年工在健康安全管理方面的特殊需求。被审核方的最小员工为18岁。基于令人满意的证据，主要受审核方尊重这个原则。</p>	
Remarks from Auditee: None	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 198226] Audit Date: 17/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>As per the factory management, they did not use any temporary or seasonal workers. Based on document review, the auditee had established procedure regarding Hiring Procedure and implemented it accordingly. The auditee signed labor contract with each employee within one month after hiring and all employees obtained one copy of labor contract. Based on satisfactory evidence, the main auditee respected this principle.</p> <p>根据工厂管理，他们没有使用临时工或季节工。根据文件查阅，受审核方有建立雇佣程序，并按要求执行。受审核方在员工入职一个月内与每位员工签订劳动合同，同时所有员工获得劳动合同副本。基于令人满意的证据，主要受审核方尊重这个原则。</p>	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 198226] Audit Date: 17/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>There was no forced labor found in the auditee. All employees were voluntary to work in the facility based on onsite observation and worker interview. According to the documents review and worker interview, the facility didn't retain the ID or salary or other benefits of the workers. All employees were permitted to leave the facility freely after the work shift was over. The facility has established the written policy to prohibit the use of corporal punishment, mental or physical coercion or verbal abuse. No prison workers or home workers were found during current assessment. Based on satisfactory evidence, the main auditee respected this principle.</p> <p>此次审核未发现强迫劳工。根据现场观察和员工访谈，所有员工都是自愿参加工作。根据文件审查和访谈，工厂没有存在任何扣押身份证件或者薪资福利的行为。工作结束后工人可以自由离开工厂。工厂建立了书面的政策禁止任何体罚，精神肉体的惩戒，或者语言的攻击。审核期间未发现采用监狱工或家庭工。基于令人满意的证据，主要受审核方尊重这个原则。</p>	
Remarks from Auditee: None	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 198226] Audit Date: 17/11/2020 PA Score: B	Deadline date: 19/02/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The main auditee established the procedure to protect the environment. No obvious environmental pollution was identified during the audit. The auditee had also established environmental management policy and procedures which included conformity assessment concerning to environmental law, waste management, and etc. However, based on satisfactory evidence, the main auditee did not fully respect this principle. 被审核方建立了环境保护程序。审核期间未发现明显污染环境的行为。被审核方同时建立了环境政策，其中包括环保法规符合性识别评估，废弃物的管理等。但是，基于令人满意的证据，主要受审核方没有完全尊重这个原则。</p> <p>12.2 - The list of identification about legal requirement provided by auditee did not cover the updated information and no assessment was performed on them. 工厂提供的法律识别针对其直接涉及的法律法规没有更新到最新状态，没有提供相应评估记录。</p> <p>12.5 - The auditee did not formulate energy and resource saving plan for preserving local water resource and improving the usage efficiency of water resource. 被审核方没有制定节约能源资源计划来保护当地的水资源和提高水资源的使用效率。</p>	
Remarks from Auditee: Accept and will take corrective action.	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 198226] Audit Date: 17/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The auditee established relevant business ethics procedures, including anti-bribery procedure and rewards ethical behavior policy. The auditee identified ethics risk and taken preventive action; training on business ethics was provided to raise awareness of the employees from key positions. Based on satisfactory evidence, the main auditee respected this principle. 被审核方建立了商业道德相关程序，包括了反贿赂程序和商业道德奖励政策。被审核方识别了商业道德风险，制定了预防措施。提供了商业道德相关培训给关键岗位员工，以提升其商业道德意识。基于令人满意的证据，主要受审核方尊重这个原则。</p>	
Remarks from Auditee: None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	17/11/2020	198226	D	C	A	A	B	D	A	A	A	A	A	B	A	C

Producer Photos



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



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



External photo(s) of the production unit(s)
The overview of auditee.JPG



Photo first aid facilities
First aid kit.JPG

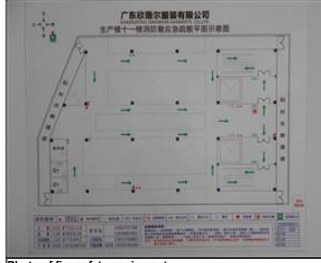


Photo of fire safety equipment
Evacuation plot plan.JPG



Photo of fire safety equipment
Evacuation sign and emergency light in staircase of production building.JPG



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



Photo of fire safety equipment
Fire equipment.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of fire safety equipment
Fire hydrant testing.JPG



Photo of fire safety equipment
Fire hydrant.JPG



Photo of non-conformity
NC 7.6 Worker not wear earplug.JPG



Photo of non-conformity
NC 7.6 Worker not wear glove or mask.JPG



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the canteen (if applicable)
Kitchen.JPG

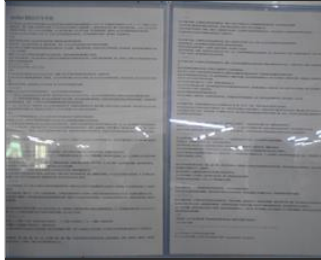


Photo of the code of conduct on display
BSCI COC POSTER.JPG



Photo of the dormitories (if applicable)
Dormitory building.JPG



Photo of the dormitories (if applicable)
Dormitory room.JPG



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



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



Photo of the inside of the main production hall
Drinkable water supply.JPG



Photo of the inside of the main production hall
Finished product warehouse.JPG



Photo of the inside of the main production hall
Inspection section.JPG



Photo of the inside of the main production hall
Ironing section.JPG



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



Photo of the inside of the main production hall
Printing section.JPG



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



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



Photo of the inside of the main production hall
Weaving section.JPG



Photo of the sanitary facilities
Tissue in toilet.JPG



Photo of the sanitary facilities
Toilets.JPG



Photo of the sanitary facilities
Washing facilities.JPG