
Auditee :	Chinabase Industrial Co., Ltd
Audit Date From :	17/05/2018
Audit Date To :	18/05/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Neal Mo(Lead)
Auditing Branch (if applicable) :	TUV SUD China



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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 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 :	Chinabase Industrial Co., Ltd		
DBID number :	332964		
Audit ID :	123960		
Address :	No.9, Chenguang Road, Yongyang Town, Lishui Nanjing		
Province :	Jiangsu	Country :	China
Management Representative :	Hao Jin		
Contact person:	Hao Jin	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Cables		

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 : 18/05/2019	

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	A	A	A	A	D	A	A	A	B	A	A	A

Executive summary of audit report

[Location and size]:
The audited company of CHINABASE INDUSTRIAL CO.,LTD is located at No.9, Chenguang Road, Yongyang Town, Lishui, Nanjing City, Jiangsu Province, China.
The company was established on March 15, 2005. The business license number is 91320117768183596M.
The total land area is about 27731 square meters, with construction area of 11003 square meters.

[Structure of facility]:
Within the premises, the audited factory occupied one 3-storey production building and one 4-storey dormitory building with a canteen on the 1st floor.
The productive operation included wire making, inserting, HDMI connecting, injection and packing.

[Employee analysis]:
There were 63 employees working in the factory.
Among them 45 were production employees and 18 were non-production employees. 53 were local workers and 10 were migrant workers. 15 were male employees and 48 were female employees.

[Summary of working hour]:
Timecard records from April 2017 to May 2018 were provided for review and those months of December 2017, February 2018 and March 2018 were selected as samples. There was not any peak season in the factory.
Workers used fingerprint system to record their working hour information. Normal daily working hour was 8 and weekly working hour was 40. There was 1 shift in the factory except for security guards, from 8:00am-12:00pm, 1:00pm-5:00pm. The shift for kitchen workers was from 9:00am-1:00pm, 2:00pm-6:00pm. There were 3 shifts for security guards. The 1st shift was from 8:00am-4:00pm, the 2nd shift was from 4:00pm-12:00pm and the 3rd shift was from 0:00am- 8:00am. 1 hour of weekday overtime per day and 8 hours of rest day overtime per week were conducted. No statutory holiday overtime was conducted. Reasonable rest breaks and the 7th day of rest were guaranteed and maximum consecutive worker days were 6. The maximum daily working time was 9 hours (8 hours regular+1 hour overtime) per day and maximum weekly working time was 51 hours (40 hours regular time + 11 hours overtime) and maximum monthly overtime was 56 hours. The overtime was paid by 150% and 200% of normal rate for weekday and rest day overtime, respectively.

[Summary of compensation]:
Payroll from April 2017 to March 2018 were provided for review and those months of December 2017, February 2018 and March 2018 were selected as samples.
Workers were paid by hourly rate. Wages were issued at the 30th day of each month by cash. The minimum wage to workers was guaranteed. The lowest basic wages paid for workers were RMB2200 per month, which was higher than local minimum wage of RMB1890 per month.
The overtime was paid by 150% and 200% of normal rate for weekday and rest day overtime, respectively. No mandatory holiday overtime was conducted. No illegal deduction was made.

[Summary of interview]:
Worker interview were conducted by individually and in group.
Randomly selected 10 employees, no complaint was raised.
Interviewed information was consistent with the provided documents.

[Special scene during on site observed]:
The address on business license was different with that on the BSCI platform, the address on business license only specified to the industrial zone and the Yongyang Town, with no specific street name and street number, but they were the same location per onsite observation and management interview.
When the factory was established in the industrial zone, there was no specific street name and street number yet. The street name and number were newly set by the government.

Ratings Summary



Auditee's background information			
Auditee's name :	Chinabase Industrial Co., Ltd	Legal status :	co., ltd
Local Name :	凯信通电子(南京)有限公司 (91320117768183596M)	Year in which the auditee was founded :	2005
Address :	No.9, Chenguang Road, Yongyang Town, Lishui	Contact person (please select) :	Hao Jin
Province :	Jiangsu	Contact's Email :	99270622@qq.com
City :	Nanjing	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	N: 31°39'30"; E: 119°4'44"	Total turnover (in Euros) :	14000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	0.00
If other, please specify :		Production volume :	1300000 pieces per month
Product Group :	Electrical supplies	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Cables		

Auditee's employment structure at the time of the audit		
Total number of workers :	63	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	15	48
Temporary workers	0	0
In management positions	2	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	4	6
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	15	48
Production based workers	0	0
With shifts at night	4	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 - 123960] Audit Date: 17/05/2018 PA Score: D	Deadline date:30/04/2019
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee did not fulfill the BSCI requirement of this performance area. The factory had established and implemented the BSCI system. The factory understood that good social performance was important to BSCI participants and had assigned one senior manager to maintain the implementation of BSCI system. The factory had integrating BSCI value to its business as well as its main business partners. However, gaps have been identified in implementation. 总体观察显示工厂在该执行领域没有符合BSCI的要求。当前工厂已经建立起了一套BSCI社会责任政策和程序。工厂了解良好的社会责任表现对于BSCI参与者是重要的,因此也任命了一名高级管理人员来负责BSCI系统在厂内的实施。工厂将BSCI价值观融入到其经营活动中,也融入到其主要合作伙伴中。但是在执行的过程当中还是存在以下差距: 1.1 - The factory had established and implemented BSCI system for several years. However, as findings were still detected, continuous improvement was needed. This is in violation of BSCI standards. 工厂已经建立和实施BSCI体系数年,但是由于仍然有发现,工厂需要进行持续改善。 1.4 - Although the factory established capacity assessment procedure, no capacity assessment was conducted yet for production. This is in violation of BSCI standards. 虽然工厂建立了产能评估程序,但是并没有为生产进行过产能评估。	
Remarks from Auditee:	
Performance Area 2 : Workers Involvement and Protection	
Full Audit [Audit Id - 123960] Audit Date: 17/05/2018 PA Score: A	Deadline date:31/08/2018
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The factory had established procedure and built communication structure to enhance worker protection and worker involvement. Regular exchange meeting was held with worker representative to discuss issues related to BSCI requirements. Training regarding labor rights was provided to workers too. The factory had set grievance mechanism so that workers could report their complaints. Both open and secretary channels were provided to workers. However, gaps have been identified in implementation. 总体观察显示工厂在该执行领域部分符合BSCI的要求。审核中发现,工厂已经建立起了程序以及建立了架构去增强员工保护和参与。工厂定期与员工代表举行会议以讨论涉及到BSCI要求的事项。劳动权利的培训也有提供给员工。工厂建立了申诉机制以便员工可以提出投诉。工厂提供了公开以及隐蔽的渠道给员工。但是在执行的过程当中还是存在以下差距: 2.5 - The factory had established grievance mechanism and training regarding reporting grievance was provided to workers, but no satisfaction survey was conducted to evaluate the effectiveness of the mechanism. This is in violation of BSCI standards. 虽然工厂建立起了申诉机制并提供了申诉机制的培训给员工,但是工厂没有进行满意度调查以评估机制的有效性。	
Remarks from Auditee:	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 123960] Audit Date: 17/05/2018 PA Score: A	Deadline date:
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fulfilled the requirements of this performance area. The procedures to guarantee the rights of freedom of association and collective bargaining had been established. Worker representatives who were elected by workers was available in the factory to represent workers' interests. Per the worker interview, workers might freely join a legal labor organization without any intervening. Communication between worker representative and workers were also allowed without any restrictions. Currently, there was not any collective bargaining in the factory. 总体观察工厂符合该执行领域的要求。工厂已建立起了程序去保障结社自由和集体谈判的权利。厂内有由员工投票自由选举出来的员工代表去代表员工的利益。员工能不受干预地参与一个合法的劳工组织。员工与员工代表之间能进行自由的沟通。当前工厂内没有进行任何集体谈判事项。	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 123960] Audit Date: 17/05/2018 PA Score: A	Deadline date:
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fulfilled the requirement of this performance area. The procedure was established to forbid any kind of discrimination, including but not limited to discrimination based on gender, nationality, skin, etc. Risk assessment was conducted to identify common discrimination behavior and prevention measures were set. The factory provided grievance mechanism for workers to report discrimination cases and promised to ensure no discrimination behavior was acceptable. 总体观察工厂符合执行领域的要求。工厂已建立程序去防止任何形式的歧视行为, 包括但不限于基于性别、民族、肤色等的歧视行为。工厂进行了风险评估以确定常见的歧视行为并制定了防范措施。工厂提供了申诉机制以便员工报告歧视情况。工厂也承诺任何歧视行为均不可接受。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 123960] Audit Date: 17/05/2018 PA Score: A	Deadline date:31/08/2018
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The factory had established payment system based on BSCI standards and local law requirements. Workers were paid based on skills and work positions. Workers were paid by hourly rate. Wages were issued at the 30th day of each month by cash. The minimum wage to workers was guaranteed. The lowest basic wages paid for workers were RMB2200 per month, which was higher than local minimum wage of RMB1890 per month. The actual paid wages had met local decent living standard. Pay slips were provided so that workers could understand the composition of their wages. No illegal deduction was detected. However, gaps have been identified in implementation. 总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂已基于BSCI标准和当地法规要求建立起了一套薪酬系统。员工工资基于技能和岗位确定。员工以时薪制支付。工资在每月30号通过银行现金发放。员工的最低工资得到保障。员工最低月薪为每月2200元, 高于当地的最低工资标准每月1890元的水平。工厂实际支付的工资满足了员工当地的体面生活标准。工厂提供工资条给员工以使员工明白其工资构成。厂内没有违法扣款的发现。但是在执行的过程当中还是存在以下差距: 5.4 - Although the actual paid wages had satisfied local decent living standard, the factory did not have sufficient understanding of decent living wage and did not conducted assessment for it. This is in violation of BSCI standards. 虽然工厂实际支付的工作满足了当地体面生活标准, 但是工厂对于体面生活工资没有足够的认识, 也没有就此进行相关评估。	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 123960] Audit Date: 17/05/2018 PA Score: D	Deadline date:30/04/2019
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation showed that the auditee did not fulfill the BSCI requirement of this performance area. Workers used fingerprint system to record their working hour information. Normal daily working hour was 8 and weekly working hour was 40. There was 1 shift in the factory except for security guards, from 8:00am-12:00pm, 1:00pm-5:00pm. The shift for kitchen workers was from 9:00am-1:00pm, 2:00pm-6:00pm. There were 3 shifts for security guards. The 1st shift was from 8:00am-4:00pm, the 2nd shift was from 4:00pm-12:00pm and the 3rd shift was from 0:00am-8:00am. 1 hour of weekday overtime per day and 8 hours of rest day overtime per week were conducted. No statutory holiday overtime was conducted. Reasonable rest breaks and the 7th day of rest were guaranteed and maximum consecutive worker days were 6. The maximum daily working time was 9 hours (8 hours regular+1 hour overtime) per day and maximum weekly working time was 51 hours (40 hours regular time + 11 hours overtime). Workers were paid by 150% and 200% of regular rate for weekday and rest day overtime, respectively. Overtime work was conducted voluntarily per the interview. However, gaps have been identified in implementation.</p> <p>总体观察显示工厂在该执行领域没有符合BSCI的要求。审核发现, 员工使用刷指纹系统记录工时信息。每天正常工作时间为8小时, 每周正常工作时间为40小时。除了保安, 其他所有员工只上一个班次, 从上午8点到中午12点, 下午1到下午5点。厨工上班时间为上午9点到下午1点, 下午2点到下午6点。保安为3班。第一班从上午8点到下午4点, 第二班从下午4点到晚上12点, 第三班从凌晨0点到上午8点。员工每天加班1小时, 周末加班8小时。法定节假日没有加班的情况。合理的休息时间和第七天休息均得到保证。最长连续工作天数为6天。日上班时间为最长为9小时(8小时正班时间+1小时加班时间), 周上班时间为最长为51小时(40小时正班时间+11小时加班时间)。员工平时及周末加班费分别以正常工资的150%及200%支付。根据访谈, 加班是自愿性质。但是在执行的过程当中还是存在以下差距:</p> <p>6.2 - 4 out of 5 sampled workers' monthly overtime exceeded 36 hours and reached 52 hours in a maximum in December 2017; 1 out of 5 sampled workers' monthly overtime exceeded 36 hours and reached 56 hours in February 2018; 4 out of 5 sampled workers' monthly overtime exceeded 36 hours and reached 51 hours in a maximum in March 2018. This is in violation of PRC Labor Law article 41.</p> <p>5名抽样员工中的4名员工在2017年12月的月加班时间超过了36小时, 最多达到了52小时; 5名抽样员工中的1名员工的月加班时间在2018年2月超过36小时, 达到了56小时; 5名抽样员工中的4名员工在2018年3月的月加班时间超过了36小时, 最多达到了51小时。</p>	
Remarks from Auditee:	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 123960] Audit Date: 17/05/2018 PA Score: A	Deadline date:31/08/2018
GOOD PRACTICES:	
No good practice was observed.	
AREAS OF IMPROVEMENT:	
<p>The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The factory had established procedures for compliance of occupational health and safety. Risk assessment was conducted. Health and safety committee was established and regular inspection and meeting was held to maintain the safety of the premise. Proper training and emergency drills were provided to workers for work safety. Workers wore PPE during work. The constructions were safe for work and live inside. Firefighting equipment, such as fire extinguishers and fire hydrants were provided sufficiently with sound function. Safety exits and evacuation routes were provided sufficiently and clearly without block. First aid supplies were available in the factory. Dormitory and canteen were clean and spacious. The temperature, humidity and lighting were controlled in satisfactory level in the factory. However, gaps have been identified in implementation. (Remark: No transportation was provided to employees.)</p> <p>总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂建立起了保障职业健康和安全的程序。工厂进行了风险评估。工厂建立了健康安全委员会并定期进行检查和会议以保持场所的安全。为了工作安全, 工厂提供了合适的培训和应急演练给员工。员工在工作时佩戴劳保用品。建筑符合内部安全工作生活的需要。如灭火器、消防栓等的灭火器材佩戴充足、功能正常。安全出口和疏散通道提供足够、保持通畅没有堵塞。厂内提供急救用品。宿舍和饭堂干净宽敞。厂内温、湿度以及光照均控制在令人满意的水平。但是在执行的过程当中还是存在以下差距:(备注:工厂没有提供交通工具给员工使用。)</p> <p>7.1 - Generally the occupational health and safety conditions were acceptable in the factory. However, improvement was still needed. This is in violation of BSCI standards. 工厂整体的职业健康水平尚可, 但是仍需要进行改善。</p> <p>7.17 - Equipment and machines were maintained regularly. However, the pressure gauge of one air compressor was not inspected regularly. This is in violation of BSCI standards. 设备和机器进行了定期的维护, 但是工厂未能对一个空压机的压力表进行定期检验。</p>	
Remarks from Auditee:	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 123960] Audit Date: 17/05/2018 PA Score: A	Deadline date:
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fulfilled the requirement of this performance area. The factory was fully aware of the negative outcomes of use of child labor. The child labor procedures, including no use of child labor and remediation of use of child labor, were established in the factory. Age verification mechanism was established during recruitment. This policy of no use of child labor was also delivered to its business partners. Currently the youngest worker in the factory was 21 years old. 总体观察工厂符合该执行领域的要求。审核发现, 工厂对于使用童工的负面后果有着充分的认识并建立了程序, 包括不使用童工程序以及童工补救程序。工厂在招聘阶段有建立起年龄核实机制。工厂也将不使用童工的政策传达到了其合作伙伴中。当前工厂最年轻员工为21岁。	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 123960] Audit Date: 17/05/2018 PA Score: A	Deadline date:31/08/2018
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The factory had established procedures to protect young workers, especially on work assignment. The factory ensured in the procedure young worker would not be affected by work in education. Currently no young workers were hired. However, gaps have been identified in implementation. 总体观察工厂部分符合该执行领域的要求。工厂建立了程序去保护未成年工, 尤其是在工作安排方面。工厂也在程序中确保未成年工的教育不会受到工作的影响。工厂当前没有聘用到未成年工。但是在执行的过程当中还是存在以下差距: 9.1 - Currently no young workers were hired. The factory had established procedure to protect young workers. However, no risk assessment was conducted to evaluated potential risk to young workers during worker. This is in violation of BSCI standards. 当前工厂没有雇佣到未成年工。工厂建立了保护未成年工的程序, 但是没有对工作中对未成年工造成潜在伤害的情况进行风险评估。	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 123960] Audit Date: 17/05/2018 PA Score: B	Deadline date:31/08/2018
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The factory had established a procedure to protect employment relationship. Employment conditions were clearly communicated before engaging employment. The factory did not hire temporary workers to avoid the obligations. Workers signed labor contracts within one month upon employment and a copy of labor contract was provided to each worker. However, gaps have been identified in implementation. 总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂建立了保护雇佣关系的程序。在订立劳动关系前雇佣方与劳动者之间会进行清楚的沟通。工厂没有聘用临时工以逃避其义务。所有员工都会在入职的一个月内签订一份具有足够可理解的雇佣条款的劳动合同, 并获得一份劳动合同副本。但是在执行的过程当中还是存在以下差距: 10.2 - 1. Although labor contracts were provided to workers, no handwriting signature of factory representative or company stamp was on the labor contracts, but only a printed name of the factory representative. This is in violation of PRC Labor Act (1995), Article 16. 2. The paid wage amount to workers was not clearly stipulated on the labor contracts, but only stating wages were not lower than local minimum wages. This is in violation of PRC Labour Contract Law Article 17. 1.虽然工厂提供了劳动合同给员工, 但是合同上没有工厂代表的手写签名或工厂盖章, 而只有一个打印的工厂代表的名字。2.劳动合同上没有约定明确支付给员工的工资额而只有不低于当地最低工资的条文。	
Remarks from Auditee:	

Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 123960] Audit Date: 17/05/2018 PA Score: A	Deadline date:
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee fulfilled the requirement of this performance area. The factory had established a procedure to forbid bonded labor. The factory did not withhold workers' personal documents or took advantage of debts to force workers to work deliberately. Workers might leave the factory freely and could resigned freely without any illegal restrictions. No bonded labor was reported or observed during the audit. 总体观察工厂符合该执行领域的要求。工厂建立程序去禁止强迫劳工。工厂没有扣押员工的个人证件,也没有故意利用债务原因强迫员工工作。工人能自由离开工厂,也能自由辞职而不受到任何非法的限制。审核中没有收到强迫劳工的举报或观察到有强迫劳工的情形。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 123960] Audit Date: 17/05/2018 PA Score: A	Deadline date:30/04/2019
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. The factory conducted environment impact assessment to evaluation the environment of its production activities to the neighborhood and obtained approval from the environment department. Environment training was provided to workers. However, gaps have been identified in implementation. 总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂制定了环境保护的政策和程序。工厂已就其生产经营活动产生的环境影响进行了环境影响评估并获得了环保部门的批复。环境培训也有提供给员工。但是在执行的过程当中还是存在以下差距: 12.1 - The factory had conducted environment impact assessment for the business activities. However, no regular monitoring for waste discharge was conducted. This is in violation of Measures for the Administration of Environmental Surveillance Article 21. 工厂已就其经营活动进行环境影响评估,但是未有就排放的废物进行定期的监控。	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 123960] Audit Date: 17/05/2018 PA Score: A	Deadline date:31/08/2018
GOOD PRACTICES: No good practice was observed.	
AREAS OF IMPROVEMENT: The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The factory had established a procedure to regulate and monitor ethical business behavior. Common forms of non-ethical behavior, such as corruption, extortion, bribery, etc. were identified by the procedure and the factory showed zero tolerance to any non-ethical business behavior. During the audit the factory showed transparent attitude. However, gaps have been identified in implementation. 总体观察工厂部分符合该执行领域的要求。工厂建立了商业道德规范的程序去规范道德的商业行为。常见的一些不道德商业行为形式,如贪污、勒索、贿赂等已被程序识别出来。工厂对任何不道德的商业行为均采取实施零容忍态度。工厂对于本次审核展示了透明的态度。但是在执行的过程当中还是存在以下差距: 13.1 - The factory only provided integrity training to the management, but did not provide that to workers. This is in violation of BSCI standards. 工厂只提供诚信培训给管理人员而未有提供给员工。	
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	17/05/2018	123960	D	A	A	A	A	D	A	A	A	B	A	A	A	C

Producer Photos



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

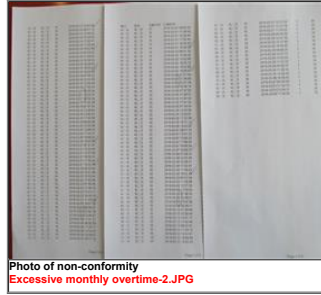


Photo of non-conformity
Excessive monthly overtime-2.JPG



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



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

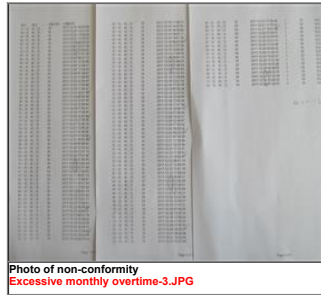


Photo of non-conformity
Excessive monthly overtime-3.JPG



Photo of the inside of the main production hall
Packing section-1.JPG



Photo first aid facilities
First aid kit.JPG

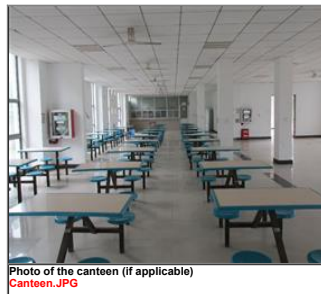


Photo of the canteen (if applicable)
Canteen.JPG



Photo of the inside of the main production hall
Packing section-2.JPG



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



Photo of the canteen (if applicable)
Kitchen.JPG



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

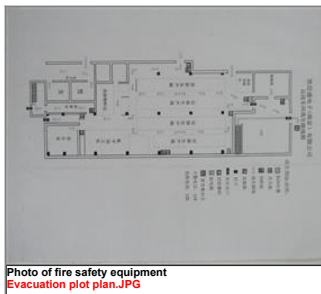


Photo of fire safety equipment
Evacuation plot plan.JPG



Photo of the code of conduct on display
Posted BSCI Code of Conduct.JPG



Photo of the inside of the main production hall
Wiring making section-1.JPG

