
Auditee :	Cangnan Color Bag Co., Ltd.
Audit Date From :	04/11/2020
Audit Date To :	05/11/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Ation Lin(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
Access www.bsciplatform.org, for entitled users only.

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.

This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

Rating Definitions



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

Main Auditee Information

Name of producer :	Cangnan Color Bag Co., Ltd.		
DBID number :	366312		
Audit ID :	197042		
Address :	Plot S1-3, Wenzhou Furniture Industrial Park, Lingxi Town, Cangnan County Wenzhou		
Province :	Zhejiang	Country :	China
Management Representative :	Wenhui Lin		
Contact person:	Qinyun Lin	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Home textiles
Product Type :	PP Non woven / woven / RPET shopping bags		

Audit Details


Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 05/11/2021

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

Executive summary of audit report

- The address in business license in Chinese was “苍南县灵溪镇温州家具产业区S1-3地块（温州益丰印刷有限公司厂房3楼301室）”
- Total 2 buildings were at the audit address. Both buildings belonged to Wenzhou XX Printing Co., Ltd. One building was 4-storey “凹” type building. Small parts (about 500m2) of 1st floor was rented to the auditee used as cutting workshop and warehouse. Parts of 3rd floor (about 1900m2) was rented to the auditee used as sewing, packing workshop and warehouse. Other parts of buildings were used by other factories which produced printing book, woven bag, gift box and etc. One building was 5-storey. The auditee rented parts (150m2) of 2nd floor used as office. Other parts of 2nd floor and 1st floors were used by other factories used as office. 3rd – 5th floors were used by other factories as dormitory. So the audit scope was: Small parts (about 500m2) of 1st floor, parts of 3rd floor of one 4-storey building (about 1900m2), parts of 2nd floor (150m2) of one 5-storey building.
- The auditee had independent business license and employees. Verified from site observation, document review, and management and worker interview, the auditee didn't share the employees with other units. As claimed by auditee representative, they did not have business with other factories.
- The total building area used by auditee was about 2550 square meters. The main products manufactured by the auditee were PP Non woven / woven / RPET shopping bags. The main production processes were listed as follows: cutting, sewing and packing.
- No obvious slack or peak season for the auditee. No any production process was sub-contracted. The auditee was cooperative during audit, factory management let auditor do worker interview and take photos, agreed with findings. The security guards belonged to landlord.
- There was no agency used by the auditee, which made the agency labour contract not applicable. No contractor was used, which made contractor license not applicable. There was no collective bargaining agreement used by the auditee, which made the collective bargaining agreement not applicable. Factory did not provide government waiver during audit, which made the government waiver not applicable.
- Auditor: Ation Lin, RA, registration number: 21701895)

Ratings Summary


Auditee's background information			
Auditee's name :	Cangnan Color Bag Co., Ltd.	Legal status :	Company Ltd
Local Name :	苍南县嘉乐制袋有限公司 (913303277639324121)	Year in which the auditee was founded :	2004
Address :	Plot S1-3, Wenzhou Furniture Industrial Park, Lingxi Town, Cangnan County	Contact person (please select) :	Qinyun Lin
Province :	Zhejiang	Contact's Email :	color@colorbag.net
City :	Wenzhou	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) :	www.colorbag.net
GPS coordinates :	N 27°32'8" E 120°26'25"	Total turnover (in Euros) :	7000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	19000000 pcs/year
Product Group :	Home textiles	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	PP Non woven / woven / RPET shopping bags		

Auditee's employment structure at the time of the audit		
Total number of workers :	98	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	18	80
Temporary workers	0	0
In management positions	3	4
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	4	16
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	18	80
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 - 197042] Audit Date: 04/11/2020 PA Score: D

Deadline date:30/10/2021

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The auditee established social responsibility policies and procedures. Admin. Manager / Wenhui Lin was responsible for amfori BSCI social responsibility requirements and the management representative understood the amfori BSCI code of Conduct requirements. CSR internal audit and management review were conducted in June 2020 and July 2020. The factory established the social responsibility monitoring program for major suppliers and communicated amfori BSCI COC and TOI to its major suppliers.

被审核方建立了社会责任政策和程序文件。行政经理林文辉负责amfori BSCI社会责任要求且管理者代表了解amfori BSCI行为准则要求。企业社会责任内审和管理评审在2020年06月和2020年7月进行。工厂建立了主要供应商的社会责任监控程序，并将amfori BSCI COC和TOI传达其主要供应商。

- 1.1 -** The auditee established written amfori BSCI management system, but did not ensure that all procedures were effectively implemented. As a result, the factory had issues with health and safety, working hours, etc. For example, the auditee did not established overtime control procedures. Employees expressed they were willingness to work overtime. The worker's 11 months of monthly overtime exceeded the legal requirement. The management stated that they arranged overtime based on the order situation.

被审核方建立了书面的amfori BSCI管理体系，但没能保证所有的程序得到有效执行。以致于工厂在健康安全，工作时间等方面有问题。如：被审核方没有建立加班控制程序。员工表示自愿加班。工人11个月的月加班超出法规要求。管理层申明安排依据订单情况安排员工加班。

- 1.4 -** The facility established written capacity planning procedure, but the procedure did not consider the overtime limit of workers which lead to worker's overtime exceeded legal requirement for 11 months.

企业建立了书面的产能规划程序，但该程序没有考虑到员工的加班时间限制导致11个月的员工加班时间超过法规要求。

Remarks from Auditee:

NONE

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 197042] Audit Date: 04/11/2020 PA Score: A

Deadline date:30/04/2021

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The auditee defined the long term goals to protect workers. Communication channel between management and workers was established by the auditee, which including suggestion box and worker representatives. Communication meeting between worker representative and management representative was conducted periodically. amfori BSCI Code of Conduct and BSCI Terms of Implementation in local language had been published at the production site.

受审核方建立了保护员工的长期目标。被审核方建立了管理层及工人的沟通渠道，包括设置了意见箱和员工代表。员工代表和管理层代表之间定期地召开沟通会议。amfori BSCI行为准则和实施条款的当地语言版已经在车间提供阅读。

- 2.5 -** The auditee established the grievance procedure and there was one suggestion box on site. But the auditee did not conduct regular surveys on user satisfaction (external and internal stakeholders) with the grievance procedure.

被审核方建立了申诉机制。现场设立了一个意见箱。但被审核方没有做用户（外部和内部利益相关方）对申诉程序的满意度调查。

Remarks from Auditee:

NONE

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

Full Audit [Audit Id - 197042] Audit Date: 04/11/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The auditee established Freedom of Association and Collective Bargaining policy, the policy was communicated to all workers by training, and worker representatives were elected. The interviewed workers confirmed that the auditee respect their right to establish trade union and freely elect their representatives.

被审核方建立了自由结社及集体谈判的政策，该政策已通过培训的方式传达给了所有工人，工厂选举了员工代表。被访谈的工人确认被审核方尊重他们成立工会及自由选择工人代表的权利。

Remarks from Auditee:

NONE

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 197042] Audit Date: 04/11/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> <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. And according to interview statement with workers, workers could use the grievance system through suggestion boxes or telling to trade union representatives once workers' right was infringed. Further more, the policy on discipline measures made by the factory was in line with legal requirement.</p> <p>工厂制定了反歧视的政策，反歧视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。并且依照员工访谈，若员工的权利受到任何侵害，员工可以通过意见箱或和工会代表反馈的形式进行投诉。而且，通过查看工厂的惩戒措施程序，其描述的措施均符合法规要求。</p>	
<u>Remarks from Auditee:</u> NONE	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 197042] Audit Date: 04/11/2020 PA Score: B	Deadline date:30/10/2021
<u>GOOD PRACTICES:</u> NONE	
<u>AREAS OF IMPROVEMENT:</u> <p>Compensation and wage procedure was established in the facility. Payrolls of 14 samples from Oct. 2019 to Sep. 2020 reviewed randomly. The local minimum standard set RMB1660 per month equivalent to RMB9.54 per hour (1660/21.75/8) after 1 Dec. 2017. Wage was calculated by monthly rate, and the minimum wage paid by factory to worker was RMB1660 per month. 150% & 200% 300% of normal rate for overtime on regular weekdays, rest days and statutory holidays respectively. The payment cycle was natural month. Wage was paid by cash before 15th of the following month.</p> <p>企业建立了薪酬福利的程序文件。14名工人从2019年10月至2020年09月的工资记录被随机查阅。当地法定最低工资在2017年12月1日后为人民币1660元/月，相当于9.54元/小时（1660/21.75/8）。企业给工人支付的工资按月薪计算，且给员工支付的最低工资为1660元/月。员工在正常日，休息日和法定假日的加班费分别相当于正常工资的150%，200%和300%。工资结算周期为自然月。当月工资在下个月15号前以现金形式支付给工人。</p> <p>5.5 - Not all workers were provided with social insurance. There were total 98 workers in factory. 13 workers reached retired age (the workers who reached retired age could not participate in social insurance). No new comers in the recent one month. So the auditee should provide social insurance to 85 workers in Sep. 2020. Social insurance payment voucher from Oct. 2019 to Sep. 2020 were provided for review. Based on social insurance payment voucher of Sep. 2020, 71 workers (excluded retired age) were not provided with endowment insurance, medical insurance, birth insurance and unemployment insurance. 33 workers were not provided with work injury insurance. The workers claimed that they would not like to participate the 5 types of insurance because it was difficult to transfer when they left the factory and went back to hometown. (Reference Laws: Labor Law of P.R.C, Article 72). (Remark: the factory did not collect the relevant documents about workers participated in local rural medical insurance. The auditee has a branch company: Cangnan Color Bag Co., Ltd. Hushan Branch. About 28 employees' endowment, medical, birth and unemployment insurance and 40 employees' work injury insurance were tied in the social insurance account of the auditee). 不是所有的工人都得到了社会保险。工厂里总共有98名工人。13名工人达到退休年龄(达到退休年龄的工人不能参加社会保险)。近一个月没有新来员工。被审核方应在2020年9月为85名职工提供社会保险。提供2019年10月至2020年9月的社会保险缴费凭证进行审核。根据2020年9月的社会保险缴费凭证，71名员工未参加养老、医疗、生育、失业保险(不含退休年龄)。33名工人没有提供工伤保险。工人们表示，他们不愿意参加这5种保险，因为他们离开工厂回到家乡后，很难转移。(参考法律:《中华人民共和国劳动法》第七十二条) (备注: 工厂未收集员工参加当地农村合作医疗保险的相关文件。被审核方有一个分公司: 苍南嘉乐制袋有限公司沪山分公司。分公司约有28名员工的养老、医疗、生育、失业保险和40名员工的工伤保险挂在被审核方的社保账户)</p>	
<u>Remarks from Auditee:</u> NONE	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 197042] Audit Date: 04/11/2020 PA Score: D

Deadline date:30/10/2021

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

Factory did not provide Comprehensive Working Hours System Approval during audit. IC card recording system was used to record each IN/OUT time. Normal working time for all departments: 08:00-11:00, 12:30-17:30, 8 hours per day and 5 days per week. Daily overtime was 18:30-20:30 when applicable. Saturday was arranged as overtime. Sunday was guaranteed as the rest day. Maximum overtime work 2 hours per day, 14 hours per week, 68 hours per month and guarantee at least one day off in every 7 days. Time records of 14 samples from 01 Oct. 2019 to audit day were reviewed randomly.

工厂审核期间没有提供综合计时批文。IC卡系统用于记录员工的上下班时间。所有部门的正常工作时间为：08:00-11:00, 12:30-17:30。正常工作时间为每天8小时，每星期5天。一天的加班时间为：18:30-20:30。周六为加班，周日休息。最大的加班时间为每天2小时，每周14小时，每月68小时。每7天至少保证有1天休息。14名员工从2019年10月01号到审核当天的考勤随机抽取查阅。

- 6.2 -** Monthly overtime of workers exceeded legal requirement. The auditee did not establish overtime control procedures. The management stated that the staff should work overtime because sometimes there were too many orders. Employees volunteered to work overtime. According to the worker's attendance from 01 October, 2019 to 31 October, 2020, the worker monthly overtime more than 36 hours for 11 months. As of the audit date (05 November, 2020), the maximum monthly overtime in October 2020 were 68 hours. The maximum monthly overtime in November 2020 were 2 hours. For example: Monthly overtime for all 14 sampled workers in Nov. 2019 were 40-64 hours. Monthly overtime for all 14 sampled workers in Aug. 2020 were 40-62 hours. Monthly overtime for 12 out of 14 sampled workers in Sep. 2020 were 54 hours. (Reference law: PRC Labor Law article 41).

员工的月加班超过法规要求。被审核方没有建立加班控制程序。管理层申明安排员工加班因为有些时候订单比较多。员工表示自愿加班。根据工人的2019年10月01日至2020年10月31号的考勤，工人11个月的月加班超出36小时。截止至审核当天(2020年11月05号)，2020年10月的最大月加班时间为68小时。2020年11月的最大月加班时间为2小时。例如：抽取的14名样本员工在2019年11月的月加班时间为40-64小时。抽取的14名样本员工在2020年08月的月加班时间为40-62小时。抽取的14名样本员工中的12名在2020年09月的月加班时间为54小时。参考法律法规：《中华人民共和国劳动法》第41条

Remarks from Auditee:

NONE

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 197042] Audit Date: 04/11/2020 PA Score: A

Deadline date:30/04/2021

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The factory collected health and safety laws and regulations. Industrial injury records and industrial injury investigation reports indicated that no employees suffered work-related injuries in the past year. EHS training records was provided for review. Health and safety risk assessment procedures and risk assessment records were reviewed. The workshop was equipped with adequate fire protection facilities such as fire extinguishers installed and checked monthly. Escape routes were not blocked and evacuation plans were posted at production sites. Emergency lights and safety exit signs were installed at each exit and checked monthly. Machine operation instructions were posted on the production site. The factory did not provide canteen, dormitory or transportation for employees.

工厂收集了关于健康安全的法律与法规。工伤记录以及工伤调查报告显示过去一年内无员工发生工伤。EHS培训记录提供审阅。健康与安全风险评估程序以及风险评估记录提供审核。车间里配备了足够的消防设施如灭火器已安装并每月进行检查。逃生路线未被堵塞，疏散图张贴在生产场所中。每个出口都安装应急灯与安全出口标识，并每月进行检查。机器操作规程张贴于生产现场。工厂没有提供食堂，宿舍和交通工具给员工。

- 7.2 -** The injury management system was not well-established. The 33 workers who did not reach retired age were not provided with employment injury insurance or commercial accident insurance and 13 workers who reached retired age were not provided with commercial accident insurance. Reference law: The People's Republic of China on Prevention and Control of Occupational Diseases, article 7
工伤管理体系未完全建立。33名没有达到退休年龄的员工没有提供工伤保险或商业意外险，13名达到退休年龄的员工没有提供商业意外险。参考法规：中华人民共和国职业病防治法 第7条
- 7.3 -** The risk assessment records for safe and healthy were not comprehensive. E.X.: not include special equipment such as elevator.
健康安全风险评估不够全面。如：未包括电梯等特种设备。
- 7.7 -** No label was attached for about 70% the machine oil container used in sewing workshop. Reference law: Regulation for Chemical Usage Safety in Work Place, Article 12
缝纫车间里的约70%的机 油容器没有标识。参考法规：工作场所安全使用化学品规定，第12条
- 7.11 -** During audit, factory did not provide Fire Safety Inspection Certificate for office buildings (the property ownership certificate obtained in 2012 showed that building area of one 5-storey building was about 3,968 square meters). Reference law: Fire Prevention Law of the People's Republic of China, Article13
工厂审核期间没有提供办公楼的消防验收证明（2012年取得的房产证显示，1栋5层建筑，建筑面积约为3968平米）。参考法规：《中华人民共和国消防法》第13条
- 7.17 -** 1) About 90% sewing machines in the sewing workshop were not equipped with needle guard. Reference law: Article 6.1.2 of Code of Design of Manufacturing Equipment Safety and Hygiene 2) No safeguards were installed on transmission belt of sewing machines and slitting machines on 1st floor. Reference law: General rules of design on health and safety of production facility (GB5083-1999), article 6.1.6
1) 缝纫车间约90%的缝纫机没有安装针档。参考法规：《生产设备安全卫生设计总则(GB5083-1999)》第6.1.2条。2) 1楼车间的缝纫机和分切机的传送带没有安装防护罩。参考法规：生产设备安全卫生设计总则 (GB5083-1999)，第6.1.6 条

Remarks from Auditee:

NONE

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 197042] Audit Date: 04/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: The factory established 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 would verify all employees' original ID cards at the time of recruitment and keep the photocopies of employees' ID cards in the personnel files. Meanwhile, the auditee established remediation measure of child labor in order to set up measure of recruiting child labor incidentally. 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。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。	
Remarks from Auditee: NONE	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 197042] Audit Date: 04/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: 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. Such as: provide health check free of charge and training, registration in local labor department and no poisonous and harmful position arranged etc. 基于文件审阅，现场走访和员工访谈，没有发现未成年工。即使工厂没有聘用未成年工，工厂还是进行了有关未成年工的风险评估。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。	
Remarks from Auditee: NONE	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 197042] Audit Date: 04/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: Facility provided workers with understandable information before entering into the employment. Each employee had signed labor contract with facility, and they had obtained the copy of the labor contract. 企业在员工入职前向员工提供培训。员工已与企业签订劳动合同，并且企业提供劳动合同副本给员工。	
Remarks from Auditee: NONE	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 197042] Audit Date: 04/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: Based on site tour and interview, there was no prison labor or forced labor. No ID card or wage was withheld by factory. No migrant (foreign citizens) was found. No corporal punishment, threats and intimidation occurred. It was observed that workers were working without pressure. Disciplinary measures were all reasonable: Verbal warning, warning letter and termination. 基于现场走访和访谈，工厂里没有监狱劳力或强迫劳动。身份证和工资没有被工厂扣留。没有发现外国劳工。体罚，威胁和恐吓等行为没有发生。员工在没有压力的环境下工作。所有的惩戒措施都是合理的：口头警告，警告信和解除劳务关系。	
Remarks from Auditee: NONE	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 197042] Audit Date: 04/11/2020 PA Score: A	Deadline date:30/04/2021
<u>GOOD PRACTICES:</u> NONE	
<u>AREAS OF IMPROVEMENT:</u> <p>Factory conducted EIA report and obtained EIA approval. The factory had developed the policies on protecting environment. Further, the factory also developed the policies on saving water. On the audit day, it was noted that the factory did not pollute the environment flagrantly. The auditee did not register the pollution discharge.</p> <p>工厂做了环境影响报告并取得环评批复。工厂也制定了环境保护的政策，制定了节约用水的政策和制度。审核当天，没有发现工厂公然破坏环境的行为。被审核方未进行排污登记。</p> <p>12.3 - The auditee did not register the pollution discharge. Reference law: Guide to The Emission Registration of Fixed Pollution Sources, article 1 被审核方未进行排污登记。参考法规：固定污染源排污登记工作指南，第1条。</p>	
<u>Remarks from Auditee:</u> NONE	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 197042] Audit Date: 04/11/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> NONE	
<u>AREAS OF IMPROVEMENT:</u> <p>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. Training record of anti-bribery procedure for workers and management were provided for review. 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.</p> <p>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。员工和管理层的反贿赂培训记录提供审阅。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。</p>	
<u>Remarks from Auditee:</u> NONE	

Summary

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	04/11/2020	197042	D	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
1-1 Factory gate.JPG



External photo(s) of the production unit(s)
1-2 Factory compound.JPG



External photo(s) of the production unit(s)
1-3 factory name.JPG



Photo first aid facilities
2-1 First aid kit.JPG



Photo of fire safety equipment
4-1 Fire extinguisher.JPG



Photo of fire safety equipment
4-2 Fire alarm.JPG



Photo of fire safety equipment
4-3 Fire hydrant.JPG



Photo of fire safety equipment
4-4 Emergency lamp and Exit sign.JPG



Photo of fire safety equipment
4-5 Test of fire hydrant.JPG



Photo of the code of conduct on display
7-1 Photo of amfori BSCI COC on Display.JPG



Photo of the inside of the main production hall
9-4 cutting.JPG



Photo of the inside of the main production hall
9-2 sewing.JPG



Photo of the inside of the main production hall
9-3 packing.JPG



Photo of the inside of the main production hall
9-4 workshop.JPG



Photo of the inside of the main production hall
9-5 warehouse.JPG



Photo of the inside of the main production hall
9-6 Electronic attendance machine.JPG



Photo of the inside of the main production hall
9-7 Evacuation plan.JPG



Photo of the inside of the main production hall
9-8 Suggestion box.JPG



Photo of the inside of the main production hall
9-9 Warning sign.JPG



Photo of the sanitary facilities
13-1 Drinking water.JPG



Photo of the sanitary facilities
13-2 Toilet.JPG



Photo of non-conformity
NC - 5.5 Not all workers were provided with social insurance.JPG

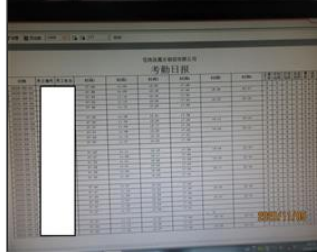


Photo of non-conformity
NC - 6.2 Monthly overtime of workers exceeded legal requirement.JPG



Photo of non-conformity
NC - 7.17 No safeguards were installed on transmission belt.JPG



Photo of non-conformity
NC - 7.17 sewing machines in the sewing workshop were not equipped with needle guard.JPG

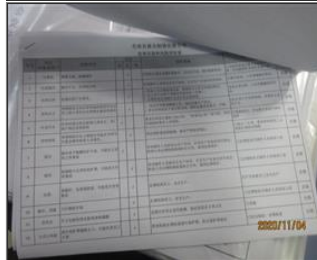


Photo of non-conformity
NC - 7.3 The risk assessment records did not include special equipment.JPG



Photo of non-conformity
NC - 7.7 No label was attached for the machine oil container.JPG