
Auditee :	Shanghai Qiheng Weaves Company
Audit Date From :	02/11/2020
Audit Date To :	02/11/2020
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) :	Yin Wylie Wang(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>A 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																													
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>B 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>
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>C 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>D 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>E 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>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 :	Shanghai Qiheng Weaves Company		
DBID number :	385487		
Audit ID :	196715		
Address :	Building 6, No. 201 Kangfa Road, Songyin, Tinglin Town, Jinshan District Shanghai		
Province :	Shanghai Shi	Country :	China
Management Representative :	Qingmei HE		
Contact person:	Qingmei HE	Sector :	Non-Food
Industry Type :	Live animals and related products	Product group :	Accessories
Product Type :	Belts /Pet Products		

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 : 02/11/2021	

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

Executive summary of audit report
<p>This was full audit of second cycle authorized by BSCI Member.</p> <p>[Location and size]: The auditee (local name, unified social credit code and local address: 上海启恒织造有限公司 91310116558843269J, 上海市金山区亭林镇松隐康发路201号6幢), started business in 2010 in the place of Building 6, No. 201 Kangfa Road, Songyin, Tinglin Town, Jinshan District, Shanghai City, China. The factory composed of 1F, 3F, 5F of one 5-storey building as office, production and warehouse.</p> <p>[Structure of facility]: The main business products were pet products, such as belts. The main process included cutting, sewing, punching, inspection and packing. Main equipment and production line included: cutting machines, sewing machines, punching machines etc.</p> <p>[Employee analysis]: There were 25 employees on the roster. All employees were permanent employees, all 25 employees from other provinces in China. 15 employees were female. All employees showed on the date of audit.</p> <p>[Summary of working hours]: The auditee used the electronic attendance system to record the working hours. There was one kind of working shift in the factory, which was normal shift from 08:00 to 17:00 from Monday to Friday. The Saturday overtime was noted as same as the regular working day from 24 hours to 40 hours per month. The factory provided the working time records from October 2019 to audit date for review. The regular working time was 8 hours per day, 5 day per week, 8 hours overtime on Saturday normally. The max monthly overtime was 46 hours.</p> <p>[Summary of compensation]: The local minimum wages was RMB 2480 per month since 01 April 2019 The factory provided payrolls from October 2019 to September 2020 for review. Workers were paid by hourly rate; the basic wage was more than RMB 3000 per month. For overtime wages, the factory paid 150% of normal pay for overtime working on normal working day. The wages were paid by cash on or before 20th of each month. Through review the Social Insurance Payment Receipt, 22 out of 25 employees had participated in Pension, Medical, Maternity, Industrial injury and Unemployment Insurance, other 3 employees had participated in commercial insurance (valid period from February 18, 2020 to February 17, 2021).</p> <p>[Summary of Interview]: Worker interviews were conducted individually and in group. Randomly selected 6 employees, no complaint was raised.</p> <p>[Special scene during on site observed]: 1. There was no contractor and agency used by the auditee, so the agency labour contract or contractor license/permit not applicable for the auditee. 2. The auditee did not obtain any government waivers 3. There was no collective bargaining agreement in the auditee. 4. 2F and 4F of the 5-storey building were used by Shanghai Huakun Garment Co., Ltd.(access denied). 5. The actual address did not match with the address on business license. The actual address was Building 6, No. 201 Kangfa Road, Songyin, Tinglin Town, Jinshan District, Shanghai City. And the address on business license was Floor 1, Building 6, No. 201 Kangfa Road, Songyin, Tinglin Town, Jinshan District, Shanghai City (上海市金山区亭林镇松隐康发路201号6幢1层).</p>

Ratings Summary



Auditee's background information			
Auditee's name :	Shanghai Qiheng Weaves Company	Legal status :	Limited company
Local Name :	上海启恒织造有限公司 (91310116558843269J)	Year in which the auditee was founded :	2010
Address :	Building 6, No. 201 Kangfa Road, Songyin, Tinglin Town, Jinshan District	Contact person (please select) :	Qingmei HE
Province :	Shanghai Shi	Contact's Email :	heqingmei@qihengweaves.com
City :	Shanghai	Auditee's official language(s) for written communications :	Chinese (Mandarin)
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N30°53'36.02", E121°15'6.72"	Total turnover (in Euros) :	3870000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Live animals and related products	Of which domestic market % :	10.00
If other, please specify :		Production volume :	1000000 pcs per month
Product Group :	Accessories	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Belts /Pet Products		

Auditee's employment structure at the time of the audit		
Total number of workers :	25	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	10	15
Temporary workers	0	0
In management positions	3	6
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	10	15
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	10	15
Production based workers	7	9
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 - 196715] Audit Date: 02/11/2020 PA Score: D

Deadline date:02/11/2021

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially respects the requirements of this performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Sales Manager was in charge of implementing BSCI Code of Conduct and integrating the requirement into day-to-day business. Satisfactory evidence has shown that management understood the importance and benefits of having an effective management system and the related procedure is in place. However, the auditee has not laid out a detailed workforce planning to reduce the unnecessary overtime

整体观察表明, 受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命、愿景, 和目标。销售经理是BSCI执行情况的总负责人, 并将BSCI的准则融入到日常的生产经营中。充分的证据显示管理层理解一个有效的管理体系的重要性和好处, 并且也建立了相应的程序文件。但是工厂没有指定较为详细的生产力计划从而避免不必要的加班

1.1 - The auditee established management system; however it was not effective for some performance areas, such as Occupational Health and Safety and working hour etc.

被审核方已建立社会责任管理体系, 但是并未有效执行 如职业健康和安全、工作时间等

1.4 - The auditee did not effectively evaluate the production capacity, human resource and equipment status against the delivery requirement to avoid the excessive overtime work. The auditee did not establish a contingency plan for abrupt shutdown or stoppage in the work flow.

被审核方没有有效评估生产能力人力资源和设备状况以避免过量加班。被审核方没有建立应急停产程序

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 196715] Audit Date: 02/11/2020 PA Score: B

Deadline date:02/11/2021

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially respects the requirements of this performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. An annual training plan is established, which cover the training needs of all adult workers in rights & responsibilities, health & safety, and workplace rules. It has been noted that the auditee has an effective grievance mechanism consists of using suggestion box, and worker representation. All these processes are documented under procedures and sufficient records. However, gaps have been identified in implementation

整体观察表明, 受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的使命、愿景和目标。工厂设立了详尽的年度培训计划, 设计员工权利义务, 健康安全, 和工作规章。工厂的有效申诉机制包含意见箱和员工代表。所有的这些过程都有书面程序的支持和完善的记录支持。但是, 在执行的过程中仍然存在缺失

2.2 - The auditee had not yet defined long-term goals in cooperation with workers and workers representatives based on BSCI code.

被审核方没有与工人及工人代表一起商定关于BSCI准则长期目标

Remarks from Auditee:

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

Full Audit [Audit Id - 196715] Audit Date: 02/11/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee respects the requirements of this performance area. No trade union or worker committee was established in the auditee, however procedure was set up entitling employees to join any organization in a democratic way. Satisfactory evidence was shown that worker representative was freely elected and interacting with employees in workplace without interference.

整体观察表明受审核方满足该执行领域的要求。工厂内部没有设立工会和员工代表大会, 但是工厂建立了相关的程序运行员工自由民主地加入任何组织。充分的证据显示员工代表是由员工自由选举出来的, 并且可以自由地在工厂场所和员工沟通交流。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 196715] Audit Date: 02/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee respects the requirements of this performance area. Satisfactory evidence was observed that employees of older than 16 were all welcomed and employees' promotion was based on their working ability regardless of their age, gender, race etc. For employees promoted or fired, a notice will be posted in the blackboard of the factory. Furthermore, it was noted that no monetary disciplinary was implemented in the factory. A written procedure was established describing reasons for disciplinary measures, such as oral warning, written warning and firing, all of which were in accordance with legal requirement.</p> <p>总体观察显示被审核方满足该执行区域的要求。充分的证据显示工厂招聘所有满16岁的员工，员工的升迁不以他们的年龄，性别和种族为转移。任何员工的升迁或辞退，都会张贴在公告栏上。另外工厂没有任何罚款措施，工厂的惩罚措施仅包含口头警告，书面警告和辞退，而这几种都符合法律的要求。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 196715] Audit Date: 02/11/2020 PA Score: B	Deadline date:02/11/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee partially fulfilled the requirements of this performance area. Production workers were paid at hourly rate by cash before the 20th of the following month. The local minimum wages was RMB 2480 per month since 01 April 2019. Wages fluctuated based on the skill and education background of employees. Satisfactory evidence proves that employees were compensated 150% of their overtime work conducted on normal working days and 200% of their overtime work conducted on rest days. No overtime work was conducted on statutory holidays. However, gaps have been identified in implementation.</p> <p>整体的观察表明被审核方部分符合该执行领域的要求。员工每个月20号前通过现金方式发工资。当地最低工资从2019年4月1日起是每月2480元。员工的工资根据工作经验以及部门的不同而变化。另外员工在工作日延长工作获得正常工资的150%，周末加班获得正常工资的200%，工厂没有在法定节假日加班。但是，在执行的过程中仍然存在缺失</p> <p>5.5 - 22 out of 25 employees had participated in Pension, Medical, Maternity, Industrial injury and Unemployment Insurance, other 3 employees had participated in commercial insurance (valid period from February 18, 2020 to February 17, 2021). 25人中的22人参加了养老,医疗,生育,工伤和失业保险,其他3人参加了商业保险(有效期从2020年02月18日至2021年02月17日)。</p>	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 196715] Audit Date: 02/11/2020 PA Score: D	Deadline date:02/11/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee partially fulfilled the requirements of this performance area. In the facility, the peak season was not obvious in the past 12 months. The auditee used electronic attendance system to record working hours. There was one kind of working shift in the factory, which was normal shift from 08:00 to 17:00 from Monday to Friday. The workers could have rest at least 1 day every 7 days. The procedure defined 8 normal working hours per day. However, some employees' overtime hours exceeded legal overtime limit: 36 hours per month.</p> <p>整体的观察表明被审核方部分符合该执行领域的要求。过去12个月旺季不明显。被审核方使用电子考勤系统来记录考勤。工厂内有一个班次，正常班从08:00到17:00。员工每七天休息一天。每天的正常上班时间是8小时。但是一些员工的加班时间超过每月36小时</p> <p>6.2 - Based on 6 sample employees' time records (2 samples from September 2020(current month), 2 samples from May 2020(random month) and 2 samples from December 2019(random month)) yielded the following: 2 out of 2 sample employees' overtime hours were 46 hours per month in September 2020, 2 out of 2 sample employees' overtime hours were 44 hours per month in May 2020, 2 out of 2 sample employees' overtime hours were 44 hours per month in December 2019, which exceeded legal overtime limit: 36 hours per month.</p> <p>基于工时记录中抽取的6个样本（其中从2020年09月(当前月)抽取2个，从2020年05月(随机月)抽取2个，从2019年12月(随机月)抽取2个），发现2/2名员工在2020年09月的月加班时间为46小时，发现2/2名员工在2020年05月的月加班时间为44小时，发现2/2名员工在2019年12月的月加班时间为44小时，超过每月加班时间不能超过36小时的法律规定</p>	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 196715] Audit Date: 02/11/2020 PA Score: B	Deadline date:02/11/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee partially fulfils the requirement of this performance area. The factory had established policies and procedures based on BSCI standards and local law requirements for occupational health and safety. Regular health and safety trainings were provided to employees on work station safety, machine safety, use of PPE, use of chemicals and etc. Written accident and emergency protocol was set and drills were conducted. Fire fighting equipments, such as fire extinguishers and fire hydrants were sufficiently available in the factory. Clear evacuation signs and emergency lights were provided. Sufficient first aid supplies were available in workshops. Clean drinking water and sufficient restrooms were always accessible without restrictions. The auditee did not provide canteen, dormitory and transportations servers to employees. However, gaps have been identified in implementation.</p> <p>总体观察显示工厂部分符合了该执行领域的要求。工厂基于BSCI标准和当地法规对于职业健康和安全的要求建立了政策和程序。提供定期的职业健康安全培训给员工，内容涉及到工位安全、机器安全、劳保用品使用、化学品使用等。工厂建立了书面的意外紧急预案进行了演习。如灭火器消防栓等的消防设施在厂内配置足够。清晰的逃生标识和应急灯也有提供。车间有足够的急救用品。干净的饮用水和充足的卫生间不受限制的提供。被审核方没有提供食堂宿舍和交通。但是，在执行的过程中仍然存在缺失</p> <p>7.3 - The risk assessment of transmittable diseases did not cover the virus COVID-19. 被审核方的传染病风险评估没有包含2019冠状病毒病</p> <p>7.4 - During risk assessment, EHS management system developing and implementation, no worker representative was involved. 在风险评估过程，健康安全管理系统开发和执行过程中，无员工代表的参与</p> <p>7.7 - Some chemical containers were not attached with identification label for easy traceability in workshop. 车间一些化学品容器上没有识别标签</p> <p>7.8 - The auditee did not post the accident procedures in workshops for workers and first-aid responder. 被审核方没有在车间张贴紧急事故预案供相关员工和急救人员了解</p> <p>7.9 - The auditee did not post high temperature warning signs to hot water boiling machines. 被审核方没有在热水煮水器上张贴高温警告标识</p> <p>7.22 - No basic supplies, such as toilet paper or soap, were available in the toilets. 被审核方车间的卫生间没有提供基本备品如厕纸肥皂</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 196715] Audit Date: 02/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee fulfilled the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that the auditee established a policy that will never employ and use any child labor under the age of 16 years old. Furthermore, the auditee also established adequate and remedial policies and procedures to provide for further protection in case children are found to be working. Trainings on this issue is included in the training scheme and were periodically provided to HR staffs and all other relevant employees. All workers' original ID cards at the time of recruitment will be verified and the photocopies of workers' ID cards will be kept in the personnel files, which will be also periodically reviewed. Based on factory tour and personnel profiles review, no child labor was found.</p> <p>整体观察表明，受审核方满足这个执行领域的要求。根据BSCI行为准则的指引，该工厂已经成立并公开表示自己的使命、愿景和目标。充分的证据表明被审核方制定了程序禁止招聘年龄在16岁以下的员工。同时，被审核方也制定了相关的童工补救相关的程序。被审核方提供的培训记录也显示定期向相关员工提供了培训。根据被审核方提供的人事档案和员工访谈，被审核方在员工招聘的过程中严格审查了员工的身份证明文件并将该文件的复印件保存在了人事档案中。通过查看员工的人事档案，审核员没有发现童工。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 196715] Audit Date: 02/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee fulfilled the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. The auditee has ensured protective measures are taken to protect the hired juvenile workers from harm via detailed procedures and trainings. Satisfactory evidence has shown that the auditee provide trainings to relevant management staffs to ensure that juvenile workers (16 years old to 18 years old) not to work overtime, work at night and work at the operating posts which do harm to their health. And the auditee did not hire employees under the age of 18 years old.</p> <p>整体观察表明，受审核方满足这个执行领域的要求。根据BSCI行为准则的指引，该工厂成立并公开表示自己的使命、远景和目标。被审核方制定了程序表明需对已雇佣的未成年工（介于16到18岁间）进行及时的相关保护措施，充分的证据显示被审核方为相关的管理人员提供了培训来确保未成年工（介于16到18岁间）不加班，不在晚上上班，不在对其身体健康产生负面影响的工作岗位上上班。受审核方没有招聘18岁以下的员工。</p>	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 196715] Audit Date: 02/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee fulfilled the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that the auditee provides workers with understandable information before entering into employment. Labor contracts are signed in local language and a copy was provided to employee, which was confirmed through the employee interview and document review. The contents on labor contracts were fully in compliance with local law on working hour, payments, working condition protection, etc. It has been noted that employees have a positive attitude towards the auditee management.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂成立并公开表示自己的使命、远景和目标。充分的证据表明被审核方在员工被雇佣前为员工提供了足够且能够理解的信息。通过员工访谈, 员工入职后立即与受审核方签订了劳动合同并保留了副本, 劳动合同条款(如工作时间、工资报酬、劳动保护等)的规定亦符合当地法律的要求, 员工对被审核方的工作环境、员工和管理层关系等都很满意</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 196715] Audit Date: 02/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee fully fulfilled the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. Satisfactory evidence has shown that disciplinary measures include oral warning, written warning, demerit recording and dismissal. No corporal punishment, mental or physical coercion or verbal abuse are adopted. Furthermore, disciplinary procedures are in understandable written form and delivered to employees periodically by trainings.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂成立并公开表示自己的使命、远景和目标。被审核方制定了明确的惩戒条款, 包括口头警告、书面警告、记过和解除劳动合同关系。被审核方从未采取体罚、虐待、辱骂等方式惩罚员工。此外, 所有书面的惩戒条款均以便于理解的方式, 如提供培训, 传达给了员工</p>	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 196715] Audit Date: 02/11/2020 PA Score: B	Deadline date:02/11/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee partially fulfilled the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. The auditee had set up the procedures to manage its wastes, save materials, reduce energy consumption. However, gaps have been identified in implementation.</p> <p>整体观察表明, 受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂成立并公开表示自己的使命、远景和目标。被审核方建立了废物处理、节约材料、降低能源损耗等程序。但是, 在执行的过程中仍然存在缺失</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. 被审核方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>	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 196715] Audit Date: 02/11/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee partially fulfilled the requirements of the performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. The auditee has ensured transparency to all aspects of the auditee's operation via detailed procedure and trainings. Satisfactory evidence has shown that trainings are provided to all employees and commitment letter are signed. Any act of corruption, non-transparency, extortion or embezzlement, or in any form of bribery in its activity as a business enterprise will be punished (oral warning, written warning, demerit recording and dismissing). Furthermore, inconsistencies are not noted by cross checking the production records with time records. However, gaps have been identified in implementation.</p> <p>整体观察表明, 受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引, 该被审核方成立并公开表示自己的使命、远景和目标。被审核方制定了详细的程序来确保其生产运作的各个环节保持公开透明。同时, 被审核方提供了相关的培训给所有员工, 相关员工并签署了承诺书。同时, 任何违反被审核方公开透明反腐败政策的员工均会受到相应的处分(如口头警告、书面警告、记过以及解除劳动关系)。此外, 通过反复核对被审核方的生产记录、工时记录以及其他方面的一些记录, 未发现违反被审核方公开透明反腐败政策方面的事实, 但是, 在执行的过程中仍然存在缺失</p> <p>13.2 - The actual address did not match with the address on business license. The actual address was Building 6, No. 201 Kangfa Road, Songyin, Tinglin Town, Jinshan District, Shanghai City. And the address on business license was Floor 1, Building 6, No. 201 Kangfa Road, Songyin, Tinglin Town, Jinshan District, Shanghai City .</p> <p>实际经营地址与营业执照地址不匹配。实际经营地址是上海市金山区亭林镇松隐康发路201号6幢, 营业执照地址是上海市金山区亭林镇松隐康发路201号6幢1层</p>	
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	02/11/2020	196715	D	B	A	A	B	D	B	A	A	A	A	B	A	C

Producer Photos



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



External photo(s) of the production unit(s)
1 The producer name.jpeg



External photo(s) of the production unit(s)
1 The producer overview.jpeg



Photo first aid facilities
2 First aid box in workshop.jpeg



Photo of fire safety equipment
2 Exit sign and Emergency light.jpeg



Photo of fire safety equipment
2 Fire alarm system.jpeg



Photo of fire safety equipment
2 Fire extinguishers.jpeg



Photo of fire safety equipment
2 Fire hydrant testing.jpeg



Photo of fire safety equipment
2 Fire hydrant.jpeg

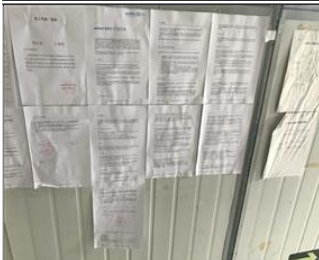


Photo of the code of conduct on display
2 BSCI code displayed.jpeg



Photo of the inside of the main production hall
2 Attendance recorder.jpeg



Photo of the inside of the main production hall
2 Cutting section.jpeg



Photo of the inside of the main production hall
2 Elevator.jpeg



Photo of the inside of the main production hall
2 Evacuation Plan.jpeg



Photo of the inside of the main production hall
2 Packing section.jpeg



Photo of the inside of the main production hall
2 Punching section.jpeg



Photo of the inside of the main production hall
2 Raw material warehouse.jpeg



Photo of the inside of the main production hall
2 Sewing section.jpeg



Photo of the inside of the main production hall
2 Suggestion Box.jpeg



Photo of the personal protection equipments (if applicable)
2 Punching worker with earplugs.jpeg



Photo of the sanitary facilities
2 Drinkable water.jpeg



Photo of the sanitary facilities
2 Toilet.jpeg



Photo of non-conformity
3 NC-chemical container without identification label.jpeg