
Auditee :	HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD
Audit Date From :	20/04/2020
Audit Date To :	20/04/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	ALGI
Auditor's Name(s) :	Lory Liu(Lead)
Auditing Branch (if applicable) :	ALGI China



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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																													
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 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>
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 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>
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 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 :	HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD		
DBID number :	389986		
Audit ID :	178348		
Address :	Tongyi Village, Hezhuang Town, East Of Qiantang River Industrial Cluster Area Hangzhou		
Province :	Zhejiang	Country :	China
Management Representative :	Mr. Qi Qingshan, General manager		
Contact person:	Zhang Jing	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	knitting sweater, Child sweater		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" 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 : 20/04/2021

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

Factory name: Hangzhou Springair-Ace Textile Co Ltd 杭州纤乐纺织有限公司
 Factory address: Tongyi Village, Hezhuang Town, East of Qiantang River Industrial Cluster Area, Hangzhou City, Zhejiang province, China.
 Business license number: 91330100MA2B1359X2

The factory was established in 2018 and specialized in the knitting sweater, Child sweater. Main production processes include weaving, linking, ironing, finishing and packing. No sub-contractor was used. The factory used 3rd floor of one 5-storey building used as office, production and warehouse. No dormitory, kitchen or canteen was provided in the factory. There were total 67 employees in the factory of which 43 employees were production workers. As per management interview, peak season in the factory was not obvious during the past year.

Based on documents review and management interview, it was noted that all employees in the factory are paid by hourly rate. Wages were paid monthly in cash at 25th of each month for the preceding month. The factory used IC card recording system to keep record of all employees' working hours. As per sampled payroll and attendance records, the regular working hours for the employees was 7:30-11:00, 12:30-17:00. Knitting process has 2 shifts: shift 1, 7:30-11:00, 12:00-16:30; shift 2, 19:30-23:00, 0:00-4:30. Normal working days were from Monday to Friday. Overtime working was sometimes arranged for 2 hours a day on weekdays and for 8 hours a day on Saturdays.

During the current audit, payroll records from Mar 2019 to Feb 2020 and attendance records from Mar 2019 to the audit date were provided for attendance records verification. The auditor randomly selected 5 samples from Mar 2020 (unpaid month) for attendance records, 7 samples from Feb 2020 (current month), 5 samples from Oct 2019 (random month) and 5 samples from Aug 2019 (random month) for attendance records & payrolls verification.

Remark:

- The local legal minimum wage standard was RMB2010 per month or RMB 11.55 per hour since Dec 1, 2017.
- The factory established the procedure to calculate local basic living wage. The auditor used ALGI' s calculated basic living wage RMB 2873.1 which based on the data from the local government. And 2 out of 7 sampled workers paid by RMB 2856 per month in Feb 2020 were less than the basic living wage (RMB 2873.1per month).
- Collective bargaining agreement, agency contract, contractor license and government waivers are not applicable in this audit.
- The audited factory rent building from Hangzhou Zhong' ao Yasheng Sweater Co Ltd, the landlord. The 1F and 2F were occupied by Hangzhou Zhong' ao Yasheng Sweater Co Ltd, the 4F and 5f were occupied by Hangzhou Rongsheng Sweater Co Ltd. Hangzhou Zhong' ao Yasheng Sweater Co Ltd and Hangzhou Rongsheng Sweater Co Ltd are operated with independent business license and employees.
- The address "Tongyi Village, Hezhuang Town, East of Qiantang River Industrial Cluster Area, Hangzhou, Zhejiang, China." shows on BSCI platform, same as the address "Tongyi Village, Hezhuang Town, East of Da River Industrial Cluster Area, Hangzhou, Zhejiang, China." on business license.
- The audit was conducted by ALGI auditor Ms. Lory Liu (lead auditor) on Apr 20, 2020, APSCA registration No. RA 21703591.

Ratings Summary



Auditee's background information			
Auditee's name :	HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD	Legal status :	Co. ltd
Local Name :	杭州纤乐纺织有限公司 (91330100MA2B1359X2)	Year in which the auditee was founded :	2018
Address :	Tongyi Village, Hezhuang Town, East Of Qiantang River Industrial Cluster Area	Contact person (please select) :	Zhang Jing
Province :	Zhejiang	Contact's Email :	18232263@qq.com
City :	Hangzhou	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) :	None
GPS coordinates :	N 30°17'23" E 120°27'33"	Total turnover (in Euros) :	1500000.00
Sector :	Non-Food	Of which exports % :	70.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	30.00
If other, please specify :	NA	Production volume :	20000 pieces per month
Product Group :	Apparel	Production cost calculation :	No
If other, please specify :	NA	Lost time injury calculation cost :	Yes
Product Type :	knitting sweater, Child sweater		

Auditee's employment structure at the time of the audit		
Total number of workers :	67	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	24	43
Temporary workers	0	0
In management positions	8	7
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	24	28
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	24	43
Production based workers	14	29
With shifts at night	7	13
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect	
1- Followup Audit [Audit Id - 178348] Audit Date: 20/04/2020 PA Score: D	Deadline date:30/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT:	
<p>The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory understood the importance and benefits of having a social management system in place to implement the amfori BSCI Code of Conduct and had set up relevant policies and procedures. Mr. Qi Qingshan was in charge of following the amfori BSCI values and principles. An internal self-assessment was conducted to review its social performance. The factory had monitored its significant business partners with regard to their social performance and requested them to sign the amfori BSCI Code of Conduct and Terms of Implementation. However, gaps had been identified in implementation:</p>	
<p>整体观察显示，工厂目前部分履行对该区域的要求。工厂理解建立执行amfori BSCI行为守则的社会管理体系的重要性和好处，并建立了相关的政策和程序。齐青山负责遵循amfori BSCI价值和原则。工厂进行了一次内审以检查其社会责任表现。工厂监督了其重要商业伙伴的社会责任表现，并要求它们签署amfori BSCI行为守则和实施条款。然而，在实际执行过程中仍然存在问题：</p>	
1.1 -	<p>Previous audit Finding (Full Audit CAP on Apr 25, 2019): The factory established a set of management policy and procedure of social responsibility, admin manager was appointed to be responsible for social responsibility affairs of facility, however, some performance areas still need improvement, such as PA5, PA6, PA7 etc.</p> <p>Not Corrected (1st Follow-up Audit on Apr 20, 2020): The social management system was proved to be not that effective since some non-compliance issues were detected regarding Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety, No Precarious Employment.</p> <p>前次审核问题（2019年4月25日初审）：工厂建立了一套社会责任管理政策和程序，任命了行政经理负责企业的社会责任事务，然而，一些执行领域仍需提高，如PA5, PA6, PA7等。</p> <p>未改善（2020年4月20日第一次跟进审核）：工厂的社会责任管理体系尚待完善，因为在此次审核中，发现了关于工人参与和保护、公平报酬、体面劳动时间、职业健康与安全方面、无缺乏保障的就业关系的问题。</p>
1.4 -	<p>Previous audit Finding (Full Audit CAP on Apr 25, 2019): The factory established its procedures of production planning and production cost evaluation, However, the factory could not provide the production cost evaluation records for review, did not proper organize the workforce capacity to meet the expectations of the delivery order and contracts, and overtime hours exceeded the legal requirement.</p> <p>Not Corrected (1st Follow-up Audit on Apr 20, 2020): The factory established its procedures of production planning and production cost evaluation, However, the factory could not provide the production cost evaluation records for review, did not proper organize the workforce capacity to meet the expectations of the delivery order and contracts, and overtime hours exceeded the legal requirement.</p> <p>前次审核问题（2019年4月25日初审）：工厂建立了产能规划和生产成本评估程序，然而工厂未能提供生产成本评估记录供查阅，未能合理规划其产能以满足订单合同的出货期，及加班时间超过法规要求。</p> <p>未改善（2020年4月20日第一次跟进审核）：工厂建立了产能规划和生产成本评估程序，然而工厂未能提供生产成本评估记录供查阅，未能合理规划其产能以满足订单合同的出货期，及加班时间超过法规要求。</p>
Remarks from Auditee: None	
Full Audit [Audit Id - 149644] Audit Date: 25/04/2019 PA Score: D	Deadline date:31/03/2020
Good practices	
None	
Areas of improvement	
<p>The factory established its management system of social responsibility, covered no child labour, worker involvement and protection, no bonded labour, ethical business behaviour, etc. contents, appointed admin manager to take in charge of social responsibility affairs of facility. Additional, the factory also monitored the social performance of its significant business partners. However, gaps were identified in the implementation:</p>	
<p>工厂建立了社会责任管理体系，涵盖了无童工，员工参与和保护，无抵押劳工，道德商业行为等内容，任命了行政经理以负责工厂的社会责任事务。此外，工厂还监控了其重要商业合作伙伴的社会责任表现。但在执行过程中还存在差距：</p>	
1.1 -	<p>The factory established a set of management policy and procedure of social responsibility, admin manager was appointed to be responsible for social responsibility affairs of facility, however, some performance areas still need improvement, such as PA5, PA6, PA7 etc.</p> <p>工厂建立了一套社会责任管理政策和程序，任命了行政经理负责企业的社会责任事务，然而，一些执行领域仍需提高，如PA5, PA6, PA7等。</p>
1.4 -	<p>The factory established its procedures of production planning and production cost evaluation, However, the factory could not provide the production cost evaluation records for review, did not proper organize the workforce capacity to meet the expectations of the delivery order and contracts, and overtime hours exceeded the legal requirement.</p> <p>工厂建立了产能规划和生产成本评估程序，然而工厂未能提供生产成本评估记录供查阅，未能合理规划其产能以满足订单合同的出货期，及加班时间超过法规要求。</p>
Remarks from Auditee	

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 178348] Audit Date: 20/04/2020 PA Score: A	Deadline date:30/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the factory partially fulfilled the requirement of this performance area. Management and workers met on a regular basis to discuss about how to improve working conditions. Two worker representatives were elected by workers, and a suggestion box was available in the workplace. The factory arranged trainings and meetings to raise workers' awareness on their rights and responsibilities and set up a grievance mechanism for workers to lodge grievances related to their rights. Workers can raise their suggestions or complaints through the worker representatives or suggestion box. However, gaps had been identified in implementation:</p> <p>整体观察显示, 工厂目前部分履行对该区域的要求。管理层和工人定期会面, 以商讨如何改善工作条件。工人选举了两名工人代表, 在工作场所也有一个意见箱可供使用。工厂通过培训和开会来提高工人对于其权利和责任的意识, 并建立了一个申诉机制以供工人进行关于他们权利的申诉。工人可以通过工人代表或意见箱提出他们的意见和不满。然而, 在实际执行过程中仍然存在问题:</p> <p>2.5 - Previous audit Finding (Full Audit CAP on Apr 25, 2019): The facility established its grievance mechanism, placed a suggestion box, however, the grievance procedure was not posted near the suggestion box.</p> <p>Not Corrected (1st Follow-up Audit on Apr 20, 2020): The facility established its grievance mechanism, placed a suggestion box, however, the grievance procedure was not posted near the suggestion box.</p> <p>前次审核问题 (2019年4月25日初审): 工厂建立了申诉机制, 设立了意见箱, 但未在意见箱附近张贴申诉程序。</p> <p>未改善 (2020年4月20日第一次跟进审核): 工厂建立了申诉机制, 设立了意见箱, 但未在意见箱附近张贴申诉程序。</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 149644] Audit Date: 25/04/2019 PA Score: A	Deadline date:30/06/2019
Good practices None	
Areas of improvement <p>The factory regular conducted training about labour protection, BSCI COC, employee manual, first aid procedure, emergency procedure, etc. to employees, kept the training materials and records for review. Facility managements regular met with worker and workers' representative to discuss workplace issues. However, gaps were identified in the implementation:</p> <p>工厂定期给员工们组织关于劳动保护, BSCI行为准则, 员工手册, 急救程序, 应急程序等的培训, 保存了培训材料及记录供查阅。企业管理层定期与员工及员工代表会面讨论工作场所的事宜。但在执行过程中还有差距:</p> <p>2.5 - The facility established its grievance mechanism, placed a suggestion box, however, the grievance procedure was not posted near the suggestion box.</p> <p>工厂建立了申诉机制, 设立了意见箱, 但未在意见箱附近张贴申诉程序。</p>	
Remarks from Auditee	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 178348] Audit Date: 20/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not Rated. 未审核。	
Remarks from Auditee: NA	
Full Audit [Audit Id - 149644] Audit Date: 25/04/2019 PA Score: A	Deadline date:
Good practices None	
Areas of improvement <p>Through document review and interview, the factory regular conducted training about workers' right of freedom association and collective bargaining to employees, kept training materials and records for review. Currently no collective bargaining case existed in the factory.</p> <p>据文件查阅和访谈, 工厂定期给员工们组织员工自由结社和集体协商权的培训, 保留了培训材料及记录供查阅。目前工厂没有集体协商事宜。</p>	
Remarks from Auditee	

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 178348] Audit Date: 20/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not Rated. 未审核。	
Remarks from Auditee: NA	
Full Audit [Audit Id - 149644] Audit Date: 25/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Through document review and interview, the factory regular conducted training about no discrimination, kept training materials and records for review. Employees are aware of the definition and scope of discrimination. Currently no discrimination issue was observed in the factory.</p> <p>据文件查阅和访谈，工厂定期给员工们组织关于无歧视的培训，保留了培训材料及记录供查阅。员工们了解歧视的定义与范畴。当前未察觉工厂有歧视的事件。</p>	
<u>Remarks from Auditee</u>	

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 178348] Audit Date: 20/04/2020 PA Score: B

Deadline date:30/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had established wage system based on BSCI standards and local requirements. Workers were paid by monthly rate. Wages were issued on the 25th of each month by cash. The minimum wage was guaranteed. The lowest basic wages paid for workers were RMB2366 per month, which was higher than local minimum wage of RMB2010 per month. Wages were issued timely and sufficiently per the payroll records and interview. Pay slips were provided so workers could understand the composition of their wages. No illegal deduction was made. However, gaps had been identified in implementation:

整体观察显示，工厂目前部分履行对该区域的要求。工厂有基于BSCI标准和当地法规要求建立起了一套薪酬系统。员工按月支付。工资在每月25号通过现金发放。最低工资受到保障。员工最低时薪为人民币2366元每月，高于当地最低月薪2010元的水平。根据工资记录和访谈，工资准时、足额发放。工厂提供工资条给员工以使员工明白其工资构成。没有非法扣款的情况。然而，在实际执行过程中仍然存在问题：

5.4 - Previous audit Finding (Full Audit CAP on Apr 25, 2019): The actual wage paid by the factory could ensure a decent living, however the facility did not have a good understanding about the living costs of the workforce in the region.

Not Corrected (1st Follow-up Audit on Apr 20, 2020): The factory did not have a good understanding about the living costs of the workforce in the region. 2 out of 7 sampled workers were paid RMB 2856 per month in Feb 2020, it was lower than the local Living Wage. The local Living Wage was RMB 2873.1 per month.

前次审核问题（2019年4月25日初审）：工厂支付的薪水可以确保体面的生活，但工厂对当地生活成本没有很好的了解。

未改善（2020年4月20日第一次跟进审核）：工厂对当地生活成本没有很好的了解。2020年2月抽样的7名员工中2名员工的工资为每个月2856元，没有达到当地基本生活需求工资的要求。当地的基本生活需求工资为每个月2873.1元。

5.5 - Previous audit Finding (Full Audit CAP on Apr 25, 2019): Social insurance vouchers of Jan, Feb, Mar 2019 were sampled for review, there are 78 employees in Mar 2019, all of them are permanent employees, including 9 employees back to work after retirement, no temporary/dispatch/new hired employees. The factory purchased the injure, medical, maternity, retirement and unemployment insurance for 53 out of 69 employees (around 76.8%); and purchased commercial injury insurance for 15 out of 78 employees (group insurance, around 19.2%, valid from 7-Nov-2018 to 6-Nov-2019). Per management and employees' interview, it was noted that workers not joining the social insurance was because they are not willing to pay the person part of social insurance. (People's Republic of China, Article 72 and Article 73).

Not Corrected (1st Follow-up Audit on Apr 20, 2020): It was noted that the factory provided social insurance records from Mar 2019 to Feb 2020 for review. There were total 67 permanent employees in the factory, including 14 retirees, no temporary/dispatch/newly hired employee, but based on the social insurance payment receipts of Feb 2020, it was noted that only 50 out of 53 employees (94%) had participated in retirement, maternity, injury, medical and unemployment insurances. The factory provided commercial injury insurance for the rest 14 out of 17 workers, the validity period is Nov 5th, 2020. This violated Articles 72 and 73 of the Labor Law of the People's Republic of China.

前次审核问题（2019年4月25日初审）：查阅了2019年1/2/3月的社保单据，工厂在2019年3月有78人，这些人都是固定员工，含9名退休返聘工，无临时工/派遣工/新进员工。工厂给69名员工中的53名（约76.8%）购买了工伤医疗生育养老失业保险，给78名中的15名员工购买了商业工伤保险（团体险，约19.2%，有效期自2018年11月7日至2019年11月6日）。据管理人员和员工访谈，未参加社保的员工是因为他们不愿意支付社会保险的个人部分。

未改善（2020年4月20日第一次跟进审核）：工厂提供了2019年3月至2020年2月的社保记录。工厂目前有67名全职员工，包括14名退休人员，但是没有临时工/派遣工/新进人员。但是通过查看工厂提供的2020年2月的社保缴费收据，发现工厂53名员工中，只有50人（94%）参加了养老、生育、工伤、医疗和失业保险。工厂有提供商业工伤保险给到剩下17名员工中的14名，有效期至2020年11月5日。这违反了《中华人民共和国劳动法》第72、73条。

Remarks from Auditee:

None

Full Audit [Audit Id - 149644] Audit Date: 25/04/2019 PA Score: B

Deadline date:31/03/2020

Good practices

None

Areas of improvement

The payrolls record from Apr 2018 to Mar 2019 were provided by the factory, 10 workers' payroll records of Jan, Feb, Mar 2019 were randomly sampled for review. Legal minimum wage was RMB2010 per month, the minimum wage paid by the factory was RMB2050 per month, wage was issued before 25th day of following month by cash. Workers are satisfied the comfortable working environment and friendly managements of facility. However, gaps were identified in the implementation:

工厂提供了自2018年4月至2019年3月的工资记录，随机抽查了10名员工2019年1/2/3月的工资记录。当地最低工资标准为每月2010元，工厂支付给工人的最低工资为每月2050元，工资在次月25号以前以现金形式发放。员工们满意企业舒适的工作环境和友好的管理层。但在执行过程中还存在差距：

5.4 - The actual wage paid by the factory could ensure a decent living, however the facility did not have a good understanding about the living costs of the workforce in the region.

工厂支付的薪水可以确保体面的生活，但工厂对当地生活成本没有很好的了解。

5.5 - Social insurance vouchers of Jan, Feb, Mar 2019 were sampled for review, there are 78 employees in Mar 2019, all of them are permanent employees, including 9 employees back to work after retirement, no temporary/dispatch/new hired employees. The factory purchased the injure, medical, maternity, retirement and unemployment insurance for 53 out of 69 employees (around 76.8%); and purchased commercial injury insurance for 15 out of 78 employees (group insurance, around 19.2%, valid from 7-Nov-2018 to 6-Nov-2019). Per management and employees interview, it was noted that workers not joining the social insurance was because they are not willing to pay the person part of social insurance. (People's Republic of China, Article 72 and Article 73).

查阅了2019年1/2/3月的社保单据，工厂在2019年3月有78人，这些人都是固定员工，含9名退休返聘工，无临时工/派遣工/新进员工。工厂给69名员工中的53名(约76.8%)购买了工伤医疗生育养老失业保险，给78名中的15名员工购买了商业工伤保险(团体险，约19.2%，有效期自2018年11月7日至2019年11月6日)。据管理人员和员工访谈，未参加社保的员工是因为他们不愿意支付社会保险的个人部分。

Remarks from Auditee

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 178348] Audit Date: 20/04/2020 PA Score: D

Deadline date:30/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had established wage and working hour procedure, employees worked for 8 hours a day and 40 hours a week. The factory would arrange employees to overtime work on Saturdays and rest on Sundays when busy. Employees used IC card to record working hours and had one and a half of hours break time. Weaving workshop adopts 2 shifts. However, the overtime hours exceed the legal requirement of not exceeding the 36 hours overtime per month. However, gaps had been identified in implementation:

整体观察显示，工厂目前部分履行对该区域的要求。工厂已制定工资工时程序，实行每日工作8小时，每周工作40小时的工时制度。生产忙时，工厂会安排员工在周六加班，周日休息。员工使用IC卡考勤记录考勤，午休时间为1.5小时。织造车间采用2班倒模式。但是工厂员工的加班时间超出了法规要求的每月加班不超过36小时的要求。然而，在实际执行过程中仍然存在问题：

- 6.2 - Previous audit Finding (Full Audit CAP on Apr 25, 2019): The attendance records from Apr 2018 till audit day was provided by the factory, 10 workers' attendance records of Jan, Feb, Mar 2019 were randomly sampled for review, it was noted that all sampled employees worked in excess of 36 overtime hours per month, which was up to 92 hours in Mar 2019. (PRC Labor Law article 41.)

Not Corrected (1st Follow-up Audit on Apr 20, 2020): It was noted that the factory's monthly overtime hours exceed the statutory 36 hours. The monthly overtime for 5 out of 5 randomly selected employees were 58 hours in Mar 2020 (unpaid month), 5 out of 5 randomly selected employees had 54 hours overtime in Oct 2019 (random month) and 5 out of 5 randomly selected employees had 66-94 hours overtime in Aug 2019 (random month). This violated the PRC Labor Law article 41.

前次审核问题（2019年4月25日初审）：工厂提供了2018年4月至审核当天的考勤记录，随机抽取了10个员工2019年1/2/3月的考勤记录，发现所有抽样员工月加班超过36小时，在2019年3月多达92小时。

未改善（2020年4月20日第一次跟进审核）：工厂的月加班工时超过法定的36小时。2020年3月(未发薪月)，5名被抽查员工的月加班工时为58小时；2019年10月（随机月），5名被抽查员工的月加班工时都达到54小时；2019年8月（随机月），5名被抽查员工月加班工时达到66-94小时。这违反了《中华人民共和国劳动法》第41条。

Remarks from Auditee:

None

Full Audit [Audit Id - 149644] Audit Date: 25/04/2019 PA Score: D

Deadline date:31/03/2020

Good practices

None

Areas of improvement

The factory taking IC swiping cards attendance system to record employee working time. Attendance records from 01-Apr-2018 till audit day were provided for review, and attendance records of 10 workers of Jan, Feb, Mar 2019 were randomly sampled for review. Regular working was 8 hours per day, 40 hours per week, sometimes 2 hours overtime was arranged on some working days and 8 hours overtime was arranged on Saturday, proper rest time was arranged at every working day, and overtime working remuneration was paid comply with legal requirements. However, gaps were identified in the implementation:

工厂采用电子刷卡考勤系统记录员工工作时间。提供了自2018年4月1日到审核当天的考勤记录，随机抽查了10名工人2019年1/2/3月的考勤记录。正班工作时间为一天8小时，一周40小时，有时会在工作日安排2小时加班和在周六安排8小时加班，每个工作日安排了合适的休息时间，加班工作补偿的支付符合法规要求。但在执行过程中还存在差距：

- 6.2 - The attendance records from Apr 2018 till audit day was provided by the factory, 10 workers' attendance records of Jan, Feb, Mar 2019 were randomly sampled for review, it was noted that all sampled employees worked in excess of 36 overtime hours per month, which was up to 92 hours in Mar 2019. (PRC Labor Law article 41.)

工厂提供了2018年4月至审核当天的考勤记录，随机抽取了10个员工2019年1/2/3月的考勤记录，发现所有抽样员工月加班超过36小时，在2019年3月多达92小时。

Remarks from Auditee

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 178348] Audit Date: 20/04/2020 PA Score: A

Deadline date:30/06/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had established environmental health and safety management system. According to the procedures, the factory conducted risk assessment, conducts fire drills twice per year and provide EHS training regularly. The factory provided earplug to employee in production workshop per risk assessment. The working environment was clean, well-lit and organized. However, gaps had been identified in implementation: Remark: 7.21 The factory did not provide canteen or kitchen to workers. 7.23 The factory did not provide transportation to workers.

整体观察显示，工厂目前部分履行对该区域的要求。工厂建立了环境健康安全管理制度。根据程序文件，工厂进行了风险评估，每年举行两次消防演习，定期为员工提供健康安全培训。根据风险评估，工厂为生产车间员工提供了耳塞。工厂工作环境干净，明亮，整齐。然而，在实际执行过程中仍然存在问题：备注：7.21 工厂没有为员工提供餐厅厨房；7.23：工厂没有为员工提供交通。

7.1 - Previous audit Finding (Full Audit CAP on Apr 25, 2019): The factory had complied with occupational health and safety regulations in most areas, but some areas still needed to improve.

Not Corrected (1st Follow-up Audit on Apr 20, 2020): The factory had complied with occupational health and safety regulations in most areas, but some areas still needed to improve.

New finding (1st Follow-up Audit on Apr 20, 2020): It was noted that 10% materials in warehouse were stored against wall. This violated the Rules Concerning Warehouse Safety and Fire Control article 18

前次审核问题（2019年4月25日初审）：工厂在大部分区域遵守了职业健康安全法规，但有一些地方仍需改善。

未改善（2020年4月20日第一次跟进审核）：工厂在大部分区域遵守了职业健康安全法规，但有一些地方仍需改善。

新问题（2020年4月20日第一次跟进审核）：工厂仓库约10%原料靠墙放置。这违反了《仓库防火安全管理规划》第18条。

7.2 - Previous audit Finding (Full Audit CAP on Apr 25, 2019): No accident injury case was happened in past one year. Social insurance vouchers of Jan, Feb, Mar 2019 were sampled for review, there are 78 employees in Mar 2019, but the factory just purchased injury insurance for 68 out of 78 employees.

Not Corrected (1st Follow-up Audit on Apr 20, 2020): It was noted that the factory currently has 67 full-time employees, but per the provided social security payment receipt in February 2020 and commercial work-related injury insurance (valid for Nov 5th, 2020), only 64 employees (96%) provide work-related injury insurance. This violated Articles 72 and 73 of the Labor Law of the People's Republic of China.

前次审核问题（2019年4月25日初审）：工厂过去一年未发生过工伤事件。查阅了2019年1/2/3月的社保凭证，2019年3月有78人，但工厂仅为78人中的68购买了工伤保险。

未改善（2020年4月20日第一次跟进审核）：工厂目前有67名全职员工，但是通过查看工厂提供的2020年2月的社保缴费收据和商业工伤保险（有效期是2020年11月5日），只有64名员工（96%）提供了工伤保险。这违反了《中华人民共和国劳动法》第72、73条。

7.3 - New finding (1st Follow-up Audit on Apr 20, 2020): It was noted that the factory did not provide regular occupational health checks to 14 out of 15 employees who were in contact with hazardous factor (weaving workers were in contact with noise.). This violated Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.

新问题（2020年4月20日第一次跟进审核）：工厂不能提供职业健康体检给接触有毒有害岗位的15名工人中的14人（如织造车间的噪音）。这违反了《中华人民共和国职业病防治法》第35条。

7.16 - Previous audit Finding (Full Audit CAP on Apr 25, 2019): Evacuation plan sheet was posted at production workshop for employee reference, but the position of fire alarm was not marked.

Corrected (1st Follow-up Audit on Apr 20, 2020): Evacuation plan sheet was posted at production workshop for employee reference, and the position of fire alarm was marked.

前次审核问题（2019年4月25日初审）：车间张贴了疏散计划图供员工们参考，但未标注消防警铃的位置。

已改善（2020年4月20日第一次跟进审核）：车间张贴了疏散计划图供员工们参考，有标注消防警铃的位置。

7.22 - Previous audit Finding (Full Audit CAP on Apr 25, 2019): Toilet was available at each floor, but washing soap was not provided.

Corrected (1st Follow-up Audit on Apr 20, 2020): Toilet was available at each floor, and washing soap was provided.

前次审核问题（2019年4月25日初审）：每层都有卫生间，但未提供洗手皂。

已改善（2020年4月20日第一次跟进审核）：每层都有卫生间，并且有提供洗手皂。

Remarks from Auditee:

None

Full Audit [Audit Id - 149644] Audit Date: 25/04/2019 PA Score: A

Deadline date:30/06/2019

Good practices

None	
<u>Areas of improvement</u>	
<p>Admin manager (Ms. Jing Zhang) was fully taking in charge of health and safety affairs of facility. The factory regular conducted trainings focus on health and safety to employees, such as fire safety, labour protection, emergency evacuation, etc. and kept training records for review. Adequate emergency exits, evacuation routes, fire alarms, first aid kits, etc. were sufficiently available, clean drinking water were also provided. Working environment is comfortable. No canteen, no transportation, no dormitory was provided by the factory at present. However, gaps were identified in the implementation: 行政经理张静全面负责工厂的健康安全事务。工厂定期给员工们组织关注健康安全的培训，比如消防安全，劳动保护，紧急疏散等，并保留了培训记录供查阅。有足够的紧急出口，疏散通道，消防警铃，急救物品等，还提供了卫生的饮用水。工作环境舒适。目前工厂没有提供餐厅，交通设施及宿舍。但在执行过程中还存在差距：</p>	
7.1 -	The factory had complied with occupational health and safety regulations in most areas, but some areas still needed to improve: 工厂在大部分区域遵守了职业健康安全法规，但有一些地方仍需改善：
7.2 -	No accident injury case was happened in past one year. Social insurance vouchers of Jan, Feb, Mar 2019 were sampled for review, there are 78 employees in Mar 2019, but the factory just purchased injury insurance for 68 out of 78 employees. 工厂过去一年未发生过工伤事件。查阅了2019年1/2/3月的社保凭证，2019年3月有78人，但工厂仅为78人中的68购买了工伤保险。
7.16 -	Evacuation plan sheet was posted at production workshop for employee reference, but the position of fire alarm was not marked. 车间张贴了疏散计划图供员工们参考，但未标注消防警铃的位置。
7.22 -	Toilet was available at each floor, but washing soap was not provided. 每层都有卫生间，但未提供洗手皂。
<u>Remarks from Auditee</u>	
Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 178348] Audit Date: 20/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not Rated. 未审核。	
Remarks from Auditee: NA	
Full Audit [Audit Id - 149644] Audit Date: 25/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Social compliance management manual clear stated the no child labour policy of factory. Policy regulated that the factory did not employ any labour below 16years old, and this policy was well noted by facility managements and all employees. Through facility observation, interview and document review, no child labor was observed in the factory. 社会责任管理手册明确陈述了工厂的无童工政策。政策规定工厂不会雇佣任何低于16周岁的工人，企业管理层和全部员工都知晓这个政策。据现场观察，访谈及文件查阅，未发现童工。</p>	
<u>Remarks from Auditee</u>	

Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 178348] Audit Date: 20/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not Rated. 未审核。	
Remarks from Auditee: NA	
Full Audit [Audit Id - 149644] Audit Date: 25/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The factory had established its management policy concerning protection of young worker, such as they could not arrange such jobs in hazardous environment or overtime working to younger worker, and provided free health examination for young worker. Through document review, facility observation and interview, no young worker was employed in the factory at present.</p> <p>工厂建立了关注未成年工保护的管理政策，比如工厂不会安排有害环境的岗位给未成年工，或不会给未成年工安排加班工作，并且给未成年工提供免费体检。通过文件审核，现场观察和访谈，目前工厂没有雇佣未成年工。</p>	
<u>Remarks from Auditee</u>	

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 178348] Audit Date: 20/04/2020 PA Score: A	Deadline date:30/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the factory partially fulfilled the requirement of this performance area. To work against precariousness employment, the factory ensured fair recruitment, hours of work, disciplinary measures, promotions, trainings, probationary periods and employment conduction. The factory made workers understand employment conditions to workers before initiating the employment relationship. The work relation between the factory and its workers was established in compliance with local laws and regulations by means of employment contracts. Employment contracts for all workers were kept for review. The factory also maintained recruitment and dismissal procedures and records. However, gaps had been identified in implementation:</p> <p>整体观察显示, 工厂目前部分履行对该区域的要求。为防止缺乏保障就业, 工厂确保公平的报酬、工时、惩戒措施、晋升、培训、试用期和雇佣条件。在开始建立雇佣关系前, 工厂使工人理解雇佣条件。工厂遵照当地法律法规通过劳动合同与其工人确立雇佣关系。工厂保存了所有工人的劳动合同, 还有雇佣和解雇程序和记录。然而, 在实际执行过程中仍然存在问题:</p> <p>10.1 - Previous audit Finding (Full Audit CAP on Apr 25, 2019): The facility has signed the labour contracts with all workers, but just purchased the social insurance for partial workers.</p> <p>Not Corrected (1st Follow-up Audit on Apr 20, 2020): The facility has signed the labour contracts with all workers, but just purchased the social insurance for partial workers.</p> <p>前次审核问题 (2019年4月25日初审): 工厂与所有员工签订了劳动合同, 但仅为部分员工购买了社会保险。</p> <p>未改善 (2020年4月20日第一次跟进审核): 工厂与所有员工签订了劳动合同, 但仅为部分员工购买了社会保险。</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 149644] Audit Date: 25/04/2019 PA Score: A	Deadline date:31/03/2020
Good practices None	
Areas of improvement <p>The facility had signed labor contracts with all employees on the on-boarding day immediately and provided a copy to each employee. Employees could understand the contents on labor contract, such as period of contract, working position, remuneration, social insurance etc. All employees were directly employed by the facility. However, gaps were identified in implementation:</p> <p>工厂与所有员工在入职当天订立了劳动合同并且给每个员工提供了一份合同副本。员工们可以理解劳动合同上的内容, 比如合同周期, 工作岗位, 报酬, 社会保险等。所有员工都是工厂直接雇佣的。但在执行过程中还存在差距:</p> <p>10.1 - The facility has signed the labour contracts with all workers, but just purchased the social insurance for partial workers.</p> <p>工厂与所有员工签订了劳动合同, 但仅为部分员工购买了社会保险。</p>	
Remarks from Auditee	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 178348] Audit Date: 20/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not Rated. 未审核。	
Remarks from Auditee: NA	
Full Audit [Audit Id - 149644] Audit Date: 25/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Through site observation, document review and interview, the factory regular conducted training about no bonded labour, kept training materials and records for review. Employees are aware of the definition and scope of bonded labour. Currently no bonded labour case was observed in the factory.</p> <p>据现场观察, 文件查阅和访谈, 工厂定期给员工们组织有关无抵押劳工的培训, 保留了培训材料及记录供查阅。员工们了解抵押的定义和范围。当前未发现工厂有抵押劳工的事件。</p>	
<u>Remarks from Auditee</u>	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 178348] Audit Date: 20/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not Rated. 未审核。	
Remarks from Auditee: NA	
Full Audit [Audit Id - 149644] Audit Date: 25/04/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The factory established management policies of environmental protection, identified its significant environment impact factors, provided environment impact registration sheet for review. Through site observation and document review, no obvious pollution was observed in the factory.</p> <p>工厂制定了其环保管理政策, 识别了其重大环境影响因素, 提供了环境影响登记表供查阅。据现场观察和文件查阅, 未发现工厂有明显的污染。</p>	
<u>Remarks from Auditee</u>	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 178348] Audit Date: 20/04/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>None observed. The overall observation showed that the factory currently fulfilled the requirement of this performance area. The factory established the ethical business behaviour procedure, identified the situations and activities where acts of corruption, extortion or bribery are most likely to occur, and provided relevant training about ethical business behaviour to management and workers. The factory had a serious commitment to avoid falsification, fraud and misrepresentation. Proper investigation and disciplinary action would follow if any staff member behaved unethically. The factory disclosed accurate information about its activities and opposed any falsification, fraud and misrepresentation. 未发现不符合项。整体观察显示，工厂目前履行对该区域的要求。工厂建立了商业道德的程序，识别了可能导致贿赂和腐败发生的情况，也对管理人员和工人进行了商业道德的培训。工厂郑重承诺以防发生伪造、欺诈和不当陈述。若任何员工出现不道德的商业行为，工厂将进行合适调查并采取惩戒措施。工厂披露其生产活动的准确信息，并反对伪造、欺诈和不当陈述。</p> <p>13.1 - Previous audit Finding (Full Audit CAP on Apr 25, 2019): The facility established business ethics policy, but did not regular arrange business ethics training for employees at high risk position.</p> <p>Corrected (1st Follow-up Audit on Apr 20, 2020): The facility established business ethics policy, and regularly arranged business ethics training for employees at high risk position.</p> <p>前次审核问题（2019年4月25日初审）：工厂建立了商业道德政策，但没有针对高风险岗位员工定期安排商业道德方面的培训。</p> <p>已改善（2020年4月20日第一次跟进审核）：工厂建立了商业道德政策，并且有针对高风险岗位员工定期安排商业道德方面的培训。</p>	
Remarks from Auditee: NA	
Full Audit [Audit Id - 149644] Audit Date: 25/04/2019 PA Score: A	Deadline date:30/06/2019
Good practices None	
Areas of improvement <p>The facility had established business ethic policy, identified major risk regarding business ethic during facility operation. Required information such as payrolls, attendance records, leave records, quality control records, etc. were provided for review, no inconsistency information was observed during this audit. However, gaps were identified in the implementation: 工厂建立了商业道德政策，识别了企业运营中有关商业道德的主要风险。工厂提供了的要求的如工资表，考勤记录，假期记录，质量控制记录等信息供查阅，此次审核未发现不一致的信息。但在执行过程中还有不足：</p> <p>13.1 - The facility established business ethics policy, but did not regular arrange business ethics training for employees at high risk position. 工厂建立了商业道德政策，但没有针对高风险岗位员工定期安排商业道德方面的培训。</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
Follow-up Audit	20/04/2020	178348	D	A	A	A	B	D	A	A	A	A	A	A	A	C
Full Audit	25/04/2019	149644	D	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



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



External photo(s) of the production unit(s)
 Main gate.JPG



External photo(s) of the production unit(s)
 Office production and warehouse combined building.JPG



Photo first aid facilities
 First aid kit material.JPG



Photo of fire safety equipment
 Emergency light testing.JPG



Photo of fire safety equipment
 Evacuation exit sign.JPG



Photo of fire safety equipment
 Evacuation plan posted onsite.JPG



Photo of fire safety equipment
 Fire alarm Exit sign and Emergency light.JPG



Photo of fire safety equipment
 Fire alarm testing.JPG



Photo of fire safety equipment
 Fire extinguisher.JPG



Photo of fire safety equipment
 Fire hydrant testing.JPG



Photo of fire safety equipment
 Fire hydrant.JPG



Photo of the code of conduct on display
 Code of conduct on display.JPG



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

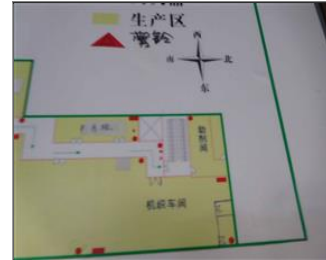


Photo of the inside of the main production hall
 Closed NC- fire alarm marked.JPG



Photo of the inside of the main production hall
Closed NC- soap provided.JPG



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



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



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



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



Photo of the inside of the main production hall
Workshop of finishing and packing.JPG



Photo of the inside of the main production hall
Workshop of ironing.JPG



Photo of the inside of the main production hall
Workshop of knitting.JPG



Photo of the inside of the main production hall
Workshop of linking.JPG



Photo of the sanitary facilities
Toilet.JPG



Photo of non-conformity
NC materials were stored against wall.JPG