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Auditee :	<b>Henan xusheng hat co. LTD</b>
Audit Date From :	<b>12/06/2019</b>
Audit Date To :	<b>14/06/2019</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>Intertek</b>
Auditor's Name(s) :	<b>Jeff Tan Jeff Tan(Lead)</b>
Auditing Branch (if applicable) :	<b>Intertek North East China</b>

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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> These are three examples: A B B B A A A A A A A B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>B</b> <b>Good</b>	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> These are three examples: A A A A A A B B B B B B B A A A A A B B B B B B B C B B B B B B B B B B C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A C C C C A A A A A B B B B C C C D C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> These are three examples: 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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	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 :	<b>Henan xusheng hat co. LTD</b>		
DBID number :	<b>391443</b>		
Audit ID :	<b>153877</b>		
Address :	<b>Building 1,2,6 and 7, hat industry park, high-tech development zone, dancheng county Zhoukou</b>		
Province :	<b>Henan</b>	Country :	<b>China</b>
Management Representative :	<b>Sheng Pu</b>		
Contact person:	<b>Sheng Pu</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Accessories</b>	Product group :	<b>Personal Accessories</b>
Product Type :	<b>Hats</b>		

**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 : 14/06/2020	

**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	A	A	A	A	A	B	B

**Executive summary of audit report**

1. The total land area occupied by the auditee is 66666.7 square meters. The auditee had found in September 2010, and start production at this location since February, 2017.

2. In view of the auditee, there are total 7 buildings in the industrial park. The auditee consists of one flat building used as workshop, one flat building used as warehouse, one 2-storey building used as workshop and warehouse, one 2-storey building used as office, canteen, kitchen and sample rooms. The auditee rent two flat buildings to Hennan Lai Ang Apparel Co., Ltd. used for workshop and warehouse, and one building was under construction. No dormitory was in the auditee.

3. The main products manufactured by the auditee are hats. Main production processes are listed as follow: cutting, sewing, molding, handwork, assembling, inspection and packaging.

4. 12 months' (from May 2018 to April 2019) payroll records and 13 months and 12 days' (from May 1, 2018 to June 12, 2019) attendance records were reviewed. 16 attendance records and payroll records from April 2019, December 2018 and September 2018 were selected as samples respectively in this audit.

5. According to the attendance records provided by the auditee:  
 1) For April 2019 (current month), the average number of hours worked in a week for the 16 randomly selected samples were 54 hours per week. Maximum working hours per week were 54 hours (16 out of 16 randomly selected samples);  
 2) For December 2018 (random month), the average number of hours worked in a week for the 16 randomly selected samples were 57 hours per week. Maximum working hours per week were 60 hours (7 out of 16 randomly selected samples);  
 3) For September 2018 (random month), the average number of hours worked in a week for the 8 randomly selected samples were 56.5 hours per week. Maximum working hours per week were 60 hours (7 out of 16 randomly selected samples).

6. The local minimum wage standards set at RMB 1500 per month, equivalent to RMB 8.62 per hour since October 1, 2018, and RMB 1420 per month, equivalent to RMB 8.16 per hour from October 1, 2017 to September 30, 2018.

7. The business license number is 914116255610442813.

8. Wages of all employees are calculated based on hourly-rate basis.

9. The auditee management showed a positive attitude to this audit during the whole process. Document requested were provided timely and locked areas encountered during the audit were unlocked timely. At the end of the audit, all the findings were accepted by the management.

10. All interviewed employees were satisfied with the auditee and no negative information was raised. The employees do enjoy working in the auditee. They are satisfied with their working conduction, salary and management system. The auditee gives everybody equal opportunity.

11. There is another factory named Hennan Lai Ang Apparel Co., Ltd. in the same address. The auditee provided the rent agreement to review and auditor took onsite tour in the part rent areas. The managements stated that they had separate business licenses, with individual financial system, production management and personnel management (including attendance records and payroll records). Another factory's products were different from the auditee. And according to employee interview, they confirmed the situation, and they also stated that the employees in the factories would not exchange in each other. The auditee also provided the business licenses, relevant leasing contact for the above situation for review.

12. Some documents were not uploaded because:  
 There was no contractors used by the auditee, so the document of the Contractor license/permit not applicable  
 There was no agencies used by the auditee, so the document of agency labour contract not applicable  
 There was no government waivers in the auditee, so the document of the working hours and social insurance waivers not applicable.  
 No Collective bargaining agreements were signed by the auditee, so Collective bargaining agreements not applicable.

13. Compliance performance areas:  
 Performance area 3: The rights of Freedom of Association and Collective Bargaining  
 The auditee had established written freedom of association procedure. The auditee respected employee's freedom of association and collective bargaining rights. No any discrimination between employee representative and member of employee committee and non-committed workers. The workers are free to choose their own representatives and shall not be treated in different ways by refuse employment, dismissal, discrimination, harassment, intimidation. Freedom of association trainings are provided by the facility through orientation training and refreshed annually.

Performance Area 4: No Discrimination

The auditee has established anti-discrimination procedure to ensure the hiring, remuneration, training, promotion, termination, etc. in this auditee will base on their ability and performance, not based on race, color, age, gender, sexual orientation, ethnicity, disability, hepatitis B, religion, old soldier, political affiliation, union membership or marital status. Workers are treated equal during recruitment, training, promotion and wage payment and there is no pregnancy and hepatitis test item. No any discrimination case is reported by employees before.

**Performance Area 8: No Child Labour**

The auditee has established a policy of checking ages of workers at application stage. The Child labour policy was communicated to all employees during the refresh employee training. The auditee never employs or uses any child labour under the age of 16 years old. The auditee kept ID copies for workers. No child labour was found in this audit. The youngest worker present was age 21 years old.

**Performance Area 9: Special protection for young workers**

The auditee has established a procedure to protect the young workers. Through document review and employee interview, there was no young worker in the auditee. The auditee performed the risk assessment based on health and safety issues and law requirements that young workers should not do overtime work, night shift work and on hazardous positions. The youngest worker present was age 21 years old.

**Performance Area 10: No Precarious Employment**

The auditee has established a procedure to manage the employment relationship. All employees were recruited by the auditee directly. No temporary employee and home employee were used by the auditee. The auditee signed labour contracts with the employees within one month and gave one copy to employees.

**Performance Area 11: No Bonded Labour**

The auditee had established a policy which prohibits forced labour. The auditee does not require deposit or withhold employees' ID cards but only copies must be kept in the personnel files and the original given back to the employees. The auditee recruit workers on voluntary basis, the auditee strictly prohibit any type of force labor, including prison, trafficked or slave labor and indentured or bonded labor. The workers could free to leave the facility when the shift was over.

14. The audit was conducted by Jeff Tan (APSCA registration number: RA21700308).

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Henan xusheng hat co. LTD</b>	Legal status :	<b>Limited Company</b>
Local Name :	<b>河南旭升帽业有限公司</b>	Year in which the auditee was founded :	<b>2010</b>
Address :	<b>Building 1,2,6 and 7, hat industry park, high-tech development zone, dancheng county</b>	Contact person (please select) :	<b>Sheng Pu</b>
Province :	<b>Henan</b>	Contact's Email :	<b>pushenggpaul@163.com</b>
City :	<b>Zhoukou</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>None</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>None</b>
GPS coordinates :	<b>N:33.650701,E:115.229779</b>	Total turnover (in Euros) :	<b>4000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>60.00</b>
Industry :	<b>Accessories</b>	Of which domestic market % :	<b>40.00</b>
If other, please specify :		Production volume :	<b>300000 pieces per month</b>
Product Group :	<b>Personal Accessories</b>	Production cost calculation :	<b>No</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Hats</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>151</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>28</b>	<b>123</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>2</b>	<b>7</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>0</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>0</b>	<b>2</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>28</b>	<b>123</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>0</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>0</b>	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 153877] Audit Date: 12/06/2019 PA Score: D

Deadline date:31/12/2019

**GOOD PRACTICES:**

None observed

**AREAS OF IMPROVEMENT:**

The auditee had established management system to implement the amfori BSCI Code of Conduct, Mr. Sheng Pu / Product Manager was appointed to management representative to ensure that the amfori BSCI values and principles are followed in a satisfactory manner. The auditee conducted internal audit and management review to its social performance once per year. The auditee also conduct assessment to overview of the business partners and their level of alignment with amfori BSCI Code of conduct. Based on satisfactory evidence, the main auditee partially respected this principle because:

被审核方已确立了一个管理系统执行amfori BSCI行为守则。并任命蒲胜/生产经理作为管理者代表以确保充分遵循amfori BSCI价值和原则。被审核方每年一次就其社会责任的表现进行了内部的审核和管理评审。被审核方通过对商业伙伴进行评估来了解其遵守amfori BSCI行为守则的水平。基于令人满意的证据,被审核方部分尊重了BSCI的本条原则,原因是:

- 1.1 - The auditee had set up some management procedures to implement the BSCI Code of Conduct, but not all procedures were properly implemented, such as PA2, PA5, PA6, PA7, PA12, PA13 have finding. It partially respect Performance area 1.1  
被审核方建立了确保amfori BSCI COC有效实施的管理程序,但是不是所有程序都得以有效实施,比如在PA2, PA5, PA6, PA7, PA12, PA13 有不符合项。部分尊重绩效区域1.1
- 1.4 - The auditee did not evaluate its workforce capacity to meet the expectations of deliver order or contracts. It did not respect Performance area 1.4.  
被审核方没有评估其生产能力是否可以满足其生产订单要求,尚未尊重绩效区域1.4

**Remarks from Auditee:**

None observed

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 153877] Audit Date: 12/06/2019 PA Score: B

Deadline date:31/12/2019

**GOOD PRACTICES:**

None observed

**AREAS OF IMPROVEMENT:**

The auditee had established efficient communication mechanisms with workers ensure sound information exchange on workplace issues. The auditee also established sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation. Based on satisfactory evidence, the main auditee partially respected this principle because:

被审核方建立了交流管理机制以确保员工就工作场所问题进行信息交流。被审核方在经理、员工和员工代表之间建立了足够的交流,以成功地将各自的职责的惯例嵌入在业务经营中。基于令人满意的证据,被审核方部分尊重了amfori BSCI的本条原则,原因是:

- 2.2 - The auditee did not define long term goals to protect workers according to amfori BSCI Code of Conduct. It did not respect Performance area 2.2;  
被审核方没有依照amfori BSCI行为准则制定长期目标来保护员工权益。尚未尊重绩效区域2.2

**Remarks from Auditee:**

None observed

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

Full Audit [Audit Id - 153877] Audit Date: 12/06/2019 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None observed

**AREAS OF IMPROVEMENT:**

None observed  
未发现不符合项

**Remarks from Auditee:**



<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 153877] Audit Date: 12/06/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> None observed 未发现不符合项	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 153877] Audit Date: 12/06/2019 PA Score: B	Deadline date:31/12/2019
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> The auditee had established wage management procedure. The wages of all employees were paid on hourly base, and the normal wages of all employees were higher than local minimum wage. The auditee had paid 150% of normal wage for the normal overtime works and paid 200% of normal wage for the weekend overtime works. No overtime work on statutory holidays. All wage were paid on time. Based on satisfactory evidence, the main auditee partially respected this principle because: 被审核方建立了工资管理程序。被审核方所有员工的工资为小时工资, 工资均高于最低工资标准, 加班费支付方式: 平常加班工资为正常工资的1.5倍, 周末加班工资为正常工资的2倍。被审核方没有在法定节假日安排加班。所有工资都能按时发放。基于令人满意的证据, 被审核方部分尊重了amfori BSCI的本条原则, 原因是:	
5.4 -	The auditee did not aware of living wage, identify the gap between actual remuneration and fair remuneration and potential actions to fill the gaps. It partially respect Performance area 5.4. 被审核方尚未识别生活工资, 没有识别实际薪酬和公平薪酬的差距以及满足差距的可能措施。部分尊重绩效区域 5.4.
5.5 -	Insufficient social insurance participated. Through review the social insurance receipts from June 2018 to May 2019, auditor found that there were 151 employees in the auditee. 25 employees had participated in basic endowment insurance (16.6%) and 74 employees (49%) had participated in injury insurance. No employee had participated in basic medical insurance (0%), unemployment insurance (0%) and maternity insurance (0%), Remark: 1. The facility has 18 entire employees, no temporary, dispatch and newly joined employee in the auditee. 2. No commercial insurance was provided to employee. 3. The auditee management stated that the employees declined to participate social insurance. It is not comply with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state. It did not respect Performance area 5.5. 社保参保不足。通过查看2018年6月到2019年5月的社保收据, 审核员发现被审核方有151名员工中, 25名员工购买养老保险(16.6%), 74名员工参加了工伤保险(49%)没有员工参加医疗保险(0%), 生育保险(0%)和失业保险(0%) 4. 备注: 1 被审核方有18名退休返聘人员, 没有临时工, 劳务派遣工和最近新进员工。2 被审核方没有提供商业保险给员工。3 被审核方管理人员表示员工不愿意参加社保。尚未符合《中华人民共和国社会保险法》第十条, 职工应当参加基本养老保险, 由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险, 由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险, 由用人单位缴纳工伤保险费, 职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险, 由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险, 由用人单位按照国家规定缴纳生育保险费, 职工不缴纳生育保险费。尚未尊重绩效区域5.5.
<b>Remarks from Auditee:</b> None observed	



**Performance Area 6 : Decent Working Hours**

Full Audit [Audit Id - 153877] Audit Date: 12/06/2019 PA Score: D

Deadline date:31/12/2019

**GOOD PRACTICES:**

None observed

**AREAS OF IMPROVEMENT:**

The auditee had established the working hour management measure to control workers' working hours. Base the provided records, one day was arranged for rest after 6 consecutive days. The maximum daily overtime hours were 3 hours and the maximum monthly overtime hours were 94 hours. The maximum weekly working hours were 60 hours. The regular working hours per week was 40 hours. Based on satisfactory evidence, the main auditee partially respected this principle because:

被审核方建立了工时的管理程序来控制员工的工作时间。基于提供的记录，员工连续工作6天休息一天。每天最大加班时间为3小时，月最大加班时间为94小时，周最大工作时间为60小时。标准周工作时间为40小时。基于令人满意的证据，被审核方部分尊重了amfori BSCI的本条原则，原因是：

**6.2 -** Monthly overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of 16 out of 16 randomly selected employees were 57 hours in April 2019 (peak month); The monthly overtime hours of 16 out of 16 randomly selected employees range from 66 to 94 hours in December 2018 (random month); The monthly overtime hours of 16 out of 16 randomly selected employees range from 64 to 86 hours in September 2018 (random month). It is not comply with PRC Labor Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours. It is not respect Performance area 6.2

被审核方月加班时间超过法规要求。通过文件审核，审核员发现在抽取的2019年4月(当前月)的考勤中，16名随机抽取的员工中有16人的月加班时间为57小时；在2018年12月(随机月)，16名随机抽取的员工中有16人的月加班时间为66-94小时；在2018年9月(随机月)，16名随机抽取的员工中有16人的月加班时间为64-86小时；。尚未符合《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。尚未尊重绩效区域6.2.

**Remarks from Auditee:**

None observed

**Performance Area 7 : Occupational Health and Safety**

Full Audit [Audit Id - 153877] Audit Date: 12/06/2019 PA Score: A

Deadline date:31/12/2019

**GOOD PRACTICES:**

None observed

**AREAS OF IMPROVEMENT:**

The auditee had established health and safety management procedure, and conduct risk assessment of health and safety. The auditee provided free and clean drinking water for all workers. There were at least 2 exits from each work area and these were clearly marked. Firefighting equipment was adequate and checks were up-to-date. Fire drills were organized twice a year. There were adequate first aid kits in each production area and all of them were well stocked. There were 2 qualified first-aiders in the auditee, whose certificates were provided for review. Based on satisfactory evidence, the main auditee partially respected this principle because:

被审核方建立了健康安全的管理程序,并且实施了健康安全的风险评估。被审核方提供了卫生的和免费的饮用水给员工。每个工作区域至少有2出口,且有安全出口标志。消防设备是足够的且未过期。消防演习每年组织两次。医疗服务在每个生产区域有足够的急救药箱且装有足够的急救药品。被审核方有2名有资质的急救员,且提供了其证书供审核。基于令人满意的证据,被审核方部分尊重了BSCI的本条原则,原因是:

- 7.2 - Insufficient employment injury insurance participated. Through document review, auditor found that 74 out of 151 employees (49%) had participated in injury insurance. Remark: No commercial insurance was provided to employee. It did not comply with requirement of Social Insurance Law of the People's Republic of China. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. It did not respect Performance area 7.2.  
工伤保险参保不足。通过文件查阅,审核员发现被审核方151名员工只有74名员工参加了工伤保险(49%)。备注:被审核方没有提供商业保险给员工。尚未符合《中华人民共和国社会保险法》第三十三条,职工应当参加工伤保险,由用人单位缴纳工伤保险费,职工不缴纳工伤保险费。尚未尊重了绩效区域7.2
- 7.17 - 1. No certificate for special appliance operator. During auditee tour, auditor found that there was one elevator in the auditee. However the auditee could not provide the operator certificate of elevator for review. It did not comply with Regulations on Safety Supervision of Special Appliance article 38, the operator of special appliances (mentioned in Article 2, such as boiler, compressing equipment, lift, lifting appliance, Operators and managers of special vehicles in the factory (onsite) shall undergo relevant examination and qualifications to obtain special appliances certificate from the Special Appliance Quality Safety Monitoring department before operating those appliances. It did not respect the Performance area 7.17. 2. No registration for special appliances. During auditee tour, auditor found that there was one elevator. However, the auditee could not provide the registered certificate for review. It did not comply with Regulations on Safety Supervision of Special Appliance article 25, the operating unit with special appliance shall apply the registration for the special appliance from the Special Appliance Quality Safety Monitoring Department of the municipality city or above, before they are used or after they have been used for 30 days. The approved registration certificate/letter for special appliance should be affixed at the relevant special appliance. It did not respect the Performance area 7.17. 3. No regular inspection for special appliances. During auditee tour, auditor found that there was one elevator. However, the auditee could not provide the regular inspection report for review. It did not comply with Regulations on Safety Supervision of Special Appliance article 28, the operating unit with special appliances shall, pursuant to the regular inspection requirements of safety and technical manual, to apply for regularly inspection at the Special Appliance Inspection and Testing Institutions one month before the expiry date of the safety inspection approval. After the application, the Special Appliance Inspection and Testing Institution shall, pursuant to the requirements of the safety and technical manual, carry out the safety performance inspection and energy efficiency test timely. The special appliance shall not be used prior to pass the regularly inspection. It did not respect the Performance area 7.17.  
1. 特种设备作业人员未取得作业证书。在现场巡查时,审核员发现被审核方有1部升降机。但被审核方无法提供起重设备操作人员的作业证书供审阅。尚未符合《特种设备安全监察条例》第38条,第三十八条 锅炉、压力容器、电梯、起重机械、客运索道、大型游乐设施、场(厂)内专用机动车辆的作业人员及其相关管理人员(以下统称特种设备作业人员),应当按照国家有关规定经特种设备安全监督管理部门考核合格,取得国家统一格式的特种设备作业人员证书,方可从事相应的作业或者管理工作。尚未尊重绩效区域7.17. 2. 特种设备未登记。在现场巡查时,审核员发现被审核方使用1部升降机,但是被审核方无法提供这台设备的登记证。尚未符合《特种设备安全监察条例》第25条,特种设备在投入使用前或投入使用后30日内,特种设备使用单位应当向直辖市或设区的市的特种设备安全监督管理部门登记。登记标志应当置于或附着于该特种设备的显著位置。尚未尊重绩效区域7.17. 3. 特种设备未定期检验。在现场巡查时,审核员发现被审核方使用1部升降机,但是被审核方无法提供这台设备的检验合格报告。尚未符合《特种设备安全监察条例》第28条,特种设备使用单位应当按照安全技术规范的定期检验要求,在安全检验合格有效期届满前1个月向特种设备检验检测机构提出定期检验要求。检验检测机构接到定期检验要求后,应当按照安全技术规范的要求及时进行安全性能检验和能效测试。未经定期检验或者检验不合格的特种设备,不得继续使用。尚未尊重绩效区域7.17.
- 7.23 - NA. The auditee did not provide transportation to employees  
不适用,被审核方没有提供交通工具给员工
- 7.24 - The auditee did not conduct evaluation on occupational hazard factors. During auditee tour, auditor found that hazardous factor of noise in embroider workshop. However, the auditee did not conduct evaluation of occupational hazardous factor. It is not comply with the Provisions on the Supervision and Administration of Workplace Occupational Health Article 20, An employing entity with occupational hazards shall entrust an occupational health technical service agency with corresponding qualification to conduct evaluation on occupational hazard factors at least once every year. An employing entity with severe occupational hazards shall, in addition to the above requirement, entrust an occupational health technical service agency with corresponding qualification to conduct assessment on occupational hazard status at least once every three years. The results of the evaluation and assessment shall be kept in archive, reported to local administration department of work safety, and announced to the workers. It did not respect Performance area 7.24.  
被审核方没有按要求进行职业危害因素检测。在现场巡查时,审核员发现在绣花车间存在职业危害因素噪声。但是,被审核方没有进行年度职业危害因素监测。尚未符合《工作场所职业卫生监督管理规定》第二十条,存在职业病危害的用人单位,应当委托具有相应资质的职业卫生技术服务机构,每年至少进行一次职业病危害因素检测。职业病危害严重的用人单位,除遵守前款规定外,应当委托具有相应资质的职业卫生技术服务机构,每三年至少进行一次职业病危害现状评价。检测、评价结果应当存入本单位职业卫生档案,并向安全生产监督管理部门报告和劳动者公布。尚未尊重绩效区域7.24.

**Remarks from Auditee:**

None observed

<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 153877] Audit Date: 12/06/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> None observed 未发现不符合项	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 153877] Audit Date: 12/06/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> None observed 未发现不符合项	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 153877] Audit Date: 12/06/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> None observed 未发现不符合项	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 153877] Audit Date: 12/06/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> None observed 未发现不符合项	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 153877] Audit Date: 12/06/2019 PA Score: B	Deadline date:31/12/2019
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> The auditee had established a process to ensure environmental permits, licenses, approvals and registrations were obtained and updated. The auditee has obtained Environmental Impact Assessment registration form. The auditee had indentified local environmental law. Based on satisfactory evidence, the main auditee partially respected this principle because : 被审核方建立了一个过程确保其获得环境相关的许可, 证书, 批文, 登记报告。被审核方获得了环境影响评估备案表。被审核方识别了当地环境法律法规。基于令人满意的证据, 被审核方部分尊重了amfori BSCI 的本条原则, 原因是:  12.1 - The auditee did not establish a grievance mechanism in place to address the environmental concerns of surrounding communities. It did not respect Performance area 12.1. 被审核方没有建立有关周围社区环境问题的申诉机制。尚未尊重绩效区域12.1。	
<b>Remarks from Auditee:</b> None observed	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 153877] Audit Date: 12/06/2019 PA Score: B	Deadline date:31/12/2019
<b>GOOD PRACTICES:</b> None observed	
<b>AREAS OF IMPROVEMENT:</b> The auditee had established business anti-corruption and anti-bribery policy. Per interview with management, no corruption, extortion or bribery case was found in the past. Based on satisfactory evidence, the main auditee partially respected this principle because: 被审核方建立了商业反腐败和反贿赂政策。通过管理人员访谈, 被审核方过去没有发生过贪污, 勒索或贿赂事件。基于令人满意的证据, 被审核方部分尊重BSCI的本条原则。原因是: <b>13.4 -</b> The auditee did not establish procedure to collect, uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. It did not respect the Performance Area 13.4. 被审核方没有建立程序以按照隐私和信息安全法和监控的要求收集、使用和进行了合理谨慎的处理。尚未尊重绩效区域13.4.	
<b>Remarks from Auditee:</b> None observed	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	12/06/2019	153877	D	B	A	A	B	D	A	A	A	A	A	B	B	C

Producer Photos



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



Photo of fire safety equipment  
Fire extinguishers.JPG



Photo of the inside of the main production hall  
handwork workshop.JPG



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



Photo of fire safety equipment  
Fire hydrant testing.JPG



Photo of the inside of the main production hall  
inspection workshop.JPG



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



Photo of fire safety equipment  
Fire hydrant.JPG



Photo of the inside of the main production hall  
moulding workshop.JPG



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



Photo of fire safety equipment  
No smoking sign.JPG



Photo of the inside of the main production hall  
raw materials warehouse.JPG





Photo first aid facilities  
First aid kit and its contents.JPG



Photo of fire safety equipment  
Switch box with warning sign.JPG



Photo of the inside of the main production hall  
sewing workshop.JPG



Photo of fire safety equipment  
Emergency assemble point.JPG



Photo of the canteen (if applicable)  
canteen.JPG



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



Photo of fire safety equipment  
Evacuation plan.JPG



Photo of the canteen (if applicable)  
kitchen.JPG



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



Photo of fire safety equipment  
Evacuation sign.JPG



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



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



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



Photo of the inside of the main production hall  
cutting workshop.jpg



Photo of the sanitary facilities  
drinking water.JPG





Photo of fire safety equipment  
fire alarm with testing.JPG



Photo of the inside of the main production hall  
Electronic attendance machines.JPG



Photo of the sanitary facilities  
Personal lockers.JPG



Photo of fire safety equipment  
fire detection and Fire sprinklers.JPG



Photo of the inside of the main production hall  
Embroidery workshop.JPG

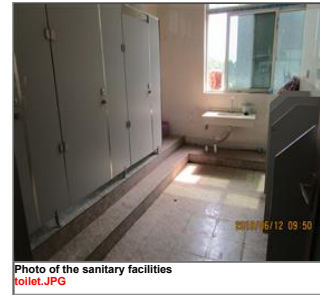


Photo of the sanitary facilities  
toilet.JPG