

Auditee :	YIWU SEZHICAI ORNAMENTS CO., LTD
Audit Date From :	24/05/2018
Audit Date To :	24/05/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Hank Wang Hank Wang(Lead)
Auditing Branch (if applicable) :	Intertek North East China



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Rating Definitions



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

Main Auditee Information



Name of producer :	YIWU SEZHICAI ORNAMENTS CO., LTD		
DBID number :	368437		
Audit ID :	124557		
Address :	No.26, Dashi Road, Yinan Industrial Zone, Yiwu City, Zhejiang Province, China Yiwu		
Province :	Zhejiang	Country :	China
Management Representative :	Pan Anfu		
Contact person:	Anfu Pan	Sector :	Non-Food
Industry Type :	Toys and Games	Product group :	toys
Product Type :	PU Toys		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by :	24/05/2019

Rating per Performance Area (PA)

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

Executive summary of audit report

1. In view of the auditee, the auditee consists of part of 5F of one 5-storey building used as office, production area and warehouse. No kitchen & canteen or dormitory was available in this auditee. The auditee rented production area from landlord: Yiwu Aojin Crafts Co., Ltd., and lease contract was provided for review.
2. 13 months and 24 days' (from April 1, 2017 to May 24, 2018) attendance records and 12 months' payroll records (from April 2017 to March 2018) were provided for review.
3. 8 samples were selected from March 2018 (current month), November 2017 (random month) and July 2017 (random month) respectively.
4. The local minimum wage standard was set as RMB 1660 per month equivalent to RMB 9.54 per hour (1660/21.75/8) from November 1, 2015 to November 30, 2017 and RMB 1800 per month equivalent to RMB 10.34 per hour (1800/21.75/8) since December 1, 2017.
5. According to the attendance records provided by the auditee: 1) In March 2018 (current month), the average number of hours worked in a week for all 8 selected samples were 58 hours (40 hours as normal weekly working hours and 18 hours as overtime hours per week). Maximum working hour per week was 58 hours (all 8 randomly selected employees). And maximum working hours per day was 10 hours (8 hours as regular working hours and 2 hours as overtime hours) (all 8 randomly selected employees), maximum overtime hours in the month was 76 hours (all 8 randomly selected employees). 2) In November 2017 (random month), the average number of hours worked in a week for all 8 selected samples were 58 hours (40 hours as normal weekly working hours and 18 hours as overtime hours per week). Maximum working hour per week was 58 hours (all 8 randomly selected employees). And maximum working hours per day was 10 hours (8 hours as regular working hours and 2 hours as overtime hours) (all 8 randomly selected employees), maximum overtime hours in the month was 76 hours (all 8 randomly selected employees). 3) In July 2017 (random month), the average number of hours worked in a week for all 8 selected samples were 58 hours (40 hours as normal weekly working hours and 18 hours as overtime hours per week). Maximum working hour per week was 58 hours (all 8 randomly selected employees). And maximum working hours per day was 10 hours (8 hours as regular working hours and 2 hours as overtime hours) (all 8 randomly selected employees), maximum overtime hours in the month was 74 hours (all 8 randomly selected employees).
6. The business license number is 9133078278772428X8.

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

Auditor noted that the auditee respects the right of workers to form or to join unions in a free and democratic way, respected workers' right to bargain collectively, did not discriminate against workers because of their trade union membership, or did not prevent workers representatives from having access to or interacting with workers in the workplace. No deviation was observed in this PA.

Performance area 4: No Discrimination

Auditor noted that the auditee takes the necessary measures to avoid or eradicate discrimination in the workplace, took the necessary preventative and remedial measures to ensure workers are not disciplined, dismissed or otherwise discriminated against because of their complaints against infringements of their rights and took the necessary preventative and remedial measures so workers are not harassed or disciplined on any grounds of discrimination listed in the AMFORI BSCI Code. No deviation was observed in this PA.

Performance area 8: No Child Labour

Auditor noted that the auditee does not engage in illegal child labour directly or indirectly, had established robust age-verification mechanisms as part of the recruitment process, which may not be in any way degrading or disrespectful to the worker, had adequate policies and procedures in writing toward protecting children from any kind of exploitation, had adequate and remedial policies and procedures to provide for further protection in case children are found to be working. No deviation was observed in this PA.

Performance area 9: Special protection for young workers

The auditee had established the necessary mechanisms to prevent, identify and mitigate harm to young workers, and had sought to ensure young workers access to effective grievance mechanisms. No deviation was observed in this PA.

Performance area 10: No precarious Employment

Auditor noted that the auditee's employment relationships are not precarious for the workers, the auditee engages workers based on recognized and documented employment relationship, provided workers with understandable information before entering into employment, and did not use employment arrangements in a way that deliberately does not correspond to the genuine purpose of the law. No deviation was observed in this PA.

Performance area 11: No bonded Labour

Auditor noted that the auditee did not engage in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour, acted rigorously and diligently when engaging and recruiting migrant workers both directly and indirectly, did not subject workers to inhumane or degrading treatment, corporal punishment, mental or physical coercion or verbal abuse and had established all applicable disciplinary procedures in writing and has explained them verbally to workers in clear and understandable terms. No deviation was observed in this PA.

Ratings Summary



Auditee's background information			
Auditee's name :	YIWU SEZHICAI ORNAMENTS CO., LTD	Legal status :	Company Limited
Local Name :	义乌市色之彩饰品有限公司	Year in which the auditee was founded :	2006
Address :	No.26, Dashi Road, Yinan Industrial Zone, Yiwu City, Zhejiang Province, China	Contact person (please select) :	Anfu Pan
Province :	Zhejiang	Contact's Email :	esther@sezhicai.com
City :	Yiwu	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	NA
Country :	China	Website of auditee (if applicable) :	NA
GPS coordinates :	N29°11'34.05 E120°02'24.27	Total turnover (in Euros) :	1620000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Toys and Games	Of which domestic market % :	0.00
If other, please specify :		Production volume :	Euros 130000 per month
Product Group :	toys	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	PU Toys		

Auditee's employment structure at the time of the audit		
Total number of workers :	47	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	25	22
Temporary workers	0	0
In management positions	4	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	12	12
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	25	22
Production based workers	21	21
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 - 124557] Audit Date: 24/05/2018 PA Score: D

Deadline date:31/12/2018

GOOD PRACTICES:

None observed 没有发现

AREAS OF IMPROVEMENT:

The auditee had set up a series of procedures and policies that states their mission, vision and objectives to match the AMFORI BSCI Code of Conduct and their dedication to comply with social responsibilities. The established procedures and records had included the overall social responsibility policies which consist of anti-discrimination, freedom of association, no child labor, protection for young workers, wages and benefits, working hours, occupational health and safety, environment protection, anti-corruption and etc.; appointment documents for AMFORI BSCI affair and various of training records such as legal requirements training, health and safety training and etc. And the auditee performed internal audit and management review for CSR system once per year. The auditee had nominated one senior management, who had some understanding of AMFORI BSCI standards, for the establishment, implementation and maintenance of the AMFORI BSCI system. However, there were some findings in this performance area. Based on satisfactory evidence, the main auditee partially respected this principle.

被审核方建立了表明其使命、愿景和目标的且符合AMFORI BSCI行为准则和社会责任需要的程序和政策。建立的程序和政策包括总体的社会责任政策比如反歧视、自由结社、不使用童工、未成年工保护、工资和福利、工作时间、职业健康安全、环境保护、反腐败等，以及AMFORI BSCI事宜任命书，以及各种培训记录比如法规培训、健康安全培训等。被审核方每年定期进行社会责任体系的内审和管理评审。被审核方指定了一名对AMFORI BSCI要求有所了解的高级管理人员来负责AMFORI BSCI系统的建立、施行和维护。然而在此审核区域内还有一些发现点。基于令人满意的证据，被审核方部分尊重AMFORI BSCI的本条原则，原因是：

- 1.1 - The auditee had set up management procedures to implement the AMFORI BSCI Code of Conduct, but not all policies were properly implemented, such as some findings existed in some PAs. It partially respects Performance area 1: Social Management System and Cascade Effect 1.1.
被审核方建立了确保AMFORI BSCI COC有效实施的管理制度，但是不是所有制度都得以有效实施，比如一些PA存在问题点。这部分尊重绩效区域#1-社会责任管理体系及其级联效应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: Social Management System and Cascade Effect 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-社会责任管理体系1.4

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 124557] Audit Date: 24/05/2018 PA Score: B

Deadline date:31/12/2018

GOOD PRACTICES:

None observed 没有发现

AREAS OF IMPROVEMENT:

There were workers' representatives in the auditee and relevant election procedures and records were provided for review. AMFORI BSCI Code of Conduct was displayed on the notice board in the production area. The auditee periodically conducted internal communication meetings with workers and workers' representatives regarding workplace-related issues, and also had set up grievance mechanism which allowed workers to use the mechanism via suggestion box, workers' representatives or senior management directly. Satisfactory evidences had shown that workers knew the channels of reflecting their grievances. Based on satisfactory evidence, the main auditee partially respects this principle because:

被审核方选举了员工代表，并提供了相关的选举程序和记录。AMFORI BSCI行为准则张贴在生产区域的公告栏内。同时，建立了员工申诉机制，允许员工通过意见箱、员工代表或者直接找管理者代表反映问题或者意见。充分证据表明员工知道申诉的渠道。但是在此评估区域还是有一些发现点。基于令人满意的证据，被审核方部分尊重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: Workers Involvement and Protection 2.2.
被审核方没有依照行为准则制定长期目标来保护员工权益。这尚未尊重绩效区域工人参与和保护2.2

Remarks from Auditee:

None

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

Full Audit [Audit Id - 124557] Audit Date: 24/05/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed 没有发现

AREAS OF IMPROVEMENT:

None observed
没有发现

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 124557] Audit Date: 24/05/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 没有发现	
AREAS OF IMPROVEMENT: None observed 没有发现	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 124557] Audit Date: 24/05/2018 PA Score: B	Deadline date:31/12/2018
GOOD PRACTICES: None observed 没有发现	
AREAS OF IMPROVEMENT: <p>The auditee had made its own regulations and rules on wages and benefits based on the legal requirements and AMFORI BSCI Code of Conduct. As per sampled payroll and attendance records, it was found that the lowest basic wage among samples was higher than the local minimum wage and the auditee paid 150% and 200% of regular wage rate for overtime hours on weekdays and rest days respectively to workers, which were in compliance with legal requirements. The auditee paid wages on time per month for the preceding month and pay slips were also provided to workers each month. No monetary fines or other illegal deductions were detected in payroll records. Based on satisfactory evidence, the main auditee partially respects this principle because:</p> <p>被审核方基于法律规定和规则以及AMFORI BSCI行为守则制定了工资和福利制度。根据所抽样员工的工资和考勤记录发现, 在抽样人员中最低的工资比当地最低工资标准高, 被审核方在工作日加班和周末加班会支付正常工资的150%和200%作为加班费。被审核方每月准时发放工资且有工资条提供。在工资表中没有发现罚款或者其他非法扣款。基于令人满意的证据, 被审核方部分尊重AMFORI BSCI的本条原则, 原因是:</p> <p>5.4 - Auditee did not aware of the calculation method for decent living wage and did not identify the gap between actual remuneration and fair remuneration. It partially respects Performance area 5: Fair Remuneration 5.4 被审核方没有计算体面生活工资的意识且没有识别实际薪酬和公平薪酬的差距。这部分尊重绩效区域#5公平报酬5.4</p> <p>5.5 - The status of the social insurance could not be verified because the facility could not provide any records about social insurance. It did not respect Performance area 5: Fair Remuneration 5.5, and did not comply with 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. 被审核方社会保险无法判断因为被审核方没有提供任何的社会保险文件。这尚未尊重绩效区域#5公平报酬5.5, 且不符合《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。</p>	
Remarks from Auditee: None	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 124557] Audit Date: 24/05/2018 PA Score: D

Deadline date:31/12/2018

GOOD PRACTICES:

None observed 没有发现

AREAS OF IMPROVEMENT:

The auditee had made its own working hour regulations and rules based on the legal requirements and AMFORI BSCI Code of Conduct. As per on site observation and documents review, the auditee used electronic attendance recording system to record all workers' working hours including overtime hours. As per sampled payroll and attendance records, it was found that one rest day in every 7-day period was guaranteed. And the auditee also provided orientation training to new hired workers about the rules on working hours and etc. Based on satisfactory evidence, the main auditee partially respects this principle because:

被审核方根据法律要求以及AMFORI BSCI要求建立了工作时间规章制度。被审核方采用电子考勤系统记录员工的工作时间包括加班时间。根据所抽样员工的工资和考勤记录发现, 所有员工能确保连续工作六天后休息一天。同时被审核方给新进的员工入职培训有包括关于工作时间的规定。基于令人满意的证据, 被审核方部分尊重AMFORI BSCI的本条原则, 原因是:

- 6.2 -** Monthly overtime hours exceeded the legal requirement. Through document review, auditor noted that: 1)The monthly overtime hours of all 8 randomly selected employees were 76 hours in March 2018 (current month); 2) The monthly overtime hours of all 8 randomly selected employees were 76 hours in November 2017 (random month); 3) The monthly overtime hours of all 8 randomly selected employees were 74 hours in July 2017 (random month). It did not respect Performance area 6: Decent Working hours 6.2, and did not comply with requirement of PRC Labour 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.
- 月加班时间超过法规要求。通过文件审核, 审核员发现2018年3月份(当前月)随机抽取的所有8名员工的月加班时间均为76小时,2017年11月份(随机月)随机抽取的所有8名员工的月加班时间均为76小时, 2017年7月份(随机月)随机抽取的所有8名员工的月加班时间均为74小时。这尚未尊重绩效区域#6体面劳动时间6.2, 且不符合《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。

Remarks from Auditee:

None

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 124557] Audit Date: 24/05/2018 PA Score: B

Deadline date:31/12/2018

GOOD PRACTICES:

None observed 没有发现

AREAS OF IMPROVEMENT:

The auditee had made its own health and safety regulations and rules based on the legal requirements and AMFORI BSCI Code of Conduct and also established OHS committee. The auditee had appointed specialized management staff to take charge of the OHS affairs and provided periodical health and safety training to workers regarding such as medical emergency treatment, machine operation, fire drill exercises and etc. Furthermore, the auditee provided a safe and comfortable working environment to workers: installing sufficient fire equipment, inspecting the fire equipment and facilities on a monthly basis, providing sufficient toilets, first aid kits, and qualified drinking water, and etc. Based on satisfactory evidence, the main auditee partially respects this principle, because:

被审核方根据法律要求以及AMFORI BSCI的要求建立了健康安全规定和守则,同时也建立了环境健康安全委员会。被审核方委任专门的管理层代表负责健康安全事宜并定期给员工举行关于健康安全的培训,比如医疗救护培训、机器设备操作培训、消防演习等。另外,被审核方给员工提供了安全的工作环境,比如提供了足够的消防设备、对消防设备和器材等每月进行检查、提供了足够的洗手间、急救药箱、合格的饮用水等。基于令人满意的证据,被审核方部分尊重AMFORI BSCI的本条原则,原因如下:

- 7.1 -** No occupational health examination was provided to employees engaged in post with occupational disease hazards. During auditee tour, auditor found that there were total 4 screen printing employees, total 7 painting employees and total 6 PU molding employees (contacting with benzene, methylbenzene and dimethylbenzene) in the auditee, however, no periodic occupational health examination reports which required by law for above employees were provided for review. It did not respects Performance area 7: Occupational Health and Safety 7.1, and did not comply with Law of PRC Law of Prevention and Control of Occupational Diseases article 35, the employer shall conduct regular occupational health examination for those laborers who are engaged in using or contacting noxious articles in their working process as required by medical administrative department under the State Council. The occupational health examination should be conducted before laborers start to take work post, in the course of the work post and after leave the work post and employer should inform the laborers of the result of the occupational health examinations. The expense of the occupational health examination should be borne by employers. Employer should not arrange laborers without the occupational health examination to be engaged in the work with using or contacting noxious articles, or laborers with any occupational prohibitions to be engaged in the prohibited work from them. Once the occupational health examination indicates that employee is suffering from the occupational disease in relation to his or her occupation, the employer shall transfer such a laborer out of his or her original work post, and allocate him or her in a proper way. Employer should not rescind or terminate the contracts signed with those employees without the occupational health examination at time of leaving the work post.
被审核方没有为从事职业性危害作业的员工提供职业健康检查。在现场巡查时,审核员发现在被审核方共有4名丝网印工人,7名喷漆工人,6名成型工人(接触苯、甲苯、二甲苯),但是,被审核方未能提供以上员工按法规要求的定期职业健康检查报告供审核员审阅。这尚未尊重绩效区域#7-职业健康安全 7.1,且尚未符合《中华人民共和国职业病防治法》第三十五条,对从事接触职业病危害的作业的劳动者,用人单位应当按照国务院卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查,并将检查结果如实告知劳动者。职业健康检查费用由用人单位承担。用人单位不得安排未经上岗前职业健康检查的劳动者从事接触职业病危害的作业;不得安排有职业禁忌的劳动者从事其所禁忌的作业;对在职业健康检查中发现有与所从事的职业相关的健康损害的劳动者,应当调离原工作岗位,并妥善安置;对未进行离岗前职业健康检查的劳动者不得解除或者终止与其订立的劳动合同。
- 7.2 -** The status of the injury insurance could not be verified because the facility could not provide any records about injury insurance. It did not respect Performance area 7: Occupational Health and Safety 7.2
被审核方工伤保险无法判断因为被审核方没有提供任何的工伤保险文件以供审核。这尚未尊重绩效区域#7-职业健康安全 7.2
- 7.6 -** Employees did not properly wear PPE (Personal Protective Equipment). During auditee tour, auditor found that all 4 screen printing operators did not wear rubber gloves, goggles and gas mask which were provided by auditee; all 7 painting operators did not wear rubber gloves provided by auditee; It partially respected AMFORI BSCI Performance area 7.6, and it did not comply with Law of the PRC on Work Safety article 42, manufacturing units shall provide personal protective equipment to employees. Manufacturing units shall supervise and train employees to ensure they properly wear and use the personal protective equipment.
员工未按佩戴劳动防护用品。在现场巡查时,审核员发现4名丝网印工没有佩戴提供的橡胶手套,护目镜和防毒口罩;7名喷漆员工没有佩戴提供的橡胶手套。部分尊重绩效区域#7.6,且尚未符合《中华人民共和国安全生产法》第42条,生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品,并监督、教育从业人员按照使用规则佩戴、使用。
- 7.7 -** Safety facilities for hazardous chemicals were not compliant with legal requirement. During auditee tour, auditor found that hazardous chemicals such as ink etc stored in chemical warehouse and used on site, but there was no secondary containment for them. It did not respects Performance area 7: Occupational Health and Safety 7.7, and did not comply with Regulations on the Safety Management of Dangerous Chemicals article 20, The units producing, storing dangerous chemicals shall, according to the categories and hazardous characteristics of the dangerous chemicals they producing, storing, set up the corresponding safety facilities and equipments for monitoring, aeration, protection against exposure to sun, temperature adjusting, fireproof, fire fighting, flameproof, pressure discharging, prevention of toxicants, neutralization, moistureproof, protection against thunder, protection against static, antiseptis, prevention of leakage, protection dams or segregated operations, etc.. In addition, the units shall carry out maintenance and caring regularly according to the national standards, industrial standards or the relevant provisions of the State, thus to guarantee the safety operations of facilities and equipments.
危险化学品储存的安全设施不符合要求。在现场巡查时,审核员发现在化学品仓库存放和现场使用的油墨等危险化学品,没有按要求设置防泄漏安全措施。这尚未尊重绩效区域#7-职业健康安全 7.7,且尚未符合《危险化学品安全管理条例》第二十条,生产、储存危险化学品的单位,应当根据其生产、储存的危险化学品的种类和危险特性,在作业场所设置相应的监测、监控、通风、防晒、调温、防火、灭火、防爆、泄压、防毒、中和、防潮、防雷、防静电、防腐、防泄漏以及防护围堤或者隔离操作等安全设施、设备,并按照国家标准、行业标准或者国家有关规定对安全设施、设备进行经常性维护、保养,保证安全设施、设备的正常使用。生产、储存危险化学品的单位,应当在其作业场所和安全设施、设备上设置明显的安全警示标志。
- 7.21 -** No canteen or kitchen was provided.
没有提供餐厅食堂
- 7.23 -** No transportation was provided.
没有提供交通
- 7.24 -** The auditee did not conduct evaluation on occupational hazard factors. During auditee tour, auditor found that hazardous factors existed on site. For example, methylbenzene and dimethylbenzene existed in painting department. However, the auditee could not provide evaluation report of occupational hazardous factors for review. It did not respect AMFORI BSCI Performance area 7: Occupational Health and Safety 7.24, and it did not comply with 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, entrusts 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.

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, 审核员发现在喷漆车间存在三苯, 但是被审核方未能提供该作业场所的职业危害因素检测报告供审阅。未尊重绩效区域#7-职业健康与安全7.24, 且尚未符合《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。

Remarks from Auditee:

None

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 124557] Audit Date: 24/05/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed 没有发现

AREAS OF IMPROVEMENT:

None observed
没有发现

Remarks from Auditee:

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 124557] Audit Date: 24/05/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed 没有发现

AREAS OF IMPROVEMENT:

None observed
没有发现

Remarks from Auditee:

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 124557] Audit Date: 24/05/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed 没有发现

AREAS OF IMPROVEMENT:

None observed
没有发现

Remarks from Auditee:

Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 124557] Audit Date: 24/05/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed 没有发现

AREAS OF IMPROVEMENT:

None observed
没有发现

Remarks from Auditee:

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 124557] Audit Date: 24/05/2018 PA Score: C

Deadline date:31/12/2018

GOOD PRACTICES:

None observed 没有发现

AREAS OF IMPROVEMENT:

Policies and procedures were established to incorporate relevant environmental laws and there was a designated staff responsible for collecting and updating relevant regulations and laws. There was no waste found to be dumped in natural environments, or burned on open fires. Based on satisfactory evidence, the main auditee partially respect this principle, because:

根据其所适用的环境法规,建立了相关的政策和程序文件并指定了专门的负责人负责相关环境法规的收集和更新。评估中未发现被审核方直接清理废物或焚烧废物。基于令人满意的证据,被审核方部分尊重AMFORI BSCI的本条原则,原因如下:

- 12.1 -** No Environmental Impact Assessment (EIA) for construction project. During auditee tour, auditor found that products are PU Toys, and the main processes are Molding, Trimming, Painting, Printing, Inspection and Packing. EIA document shall be compiled for assessing detailed environmental impacts and relevant protective measures. However, the auditee could not provide EIA document for review. It did not respect Performance area 12: Protection of the Environment 12.1, and did not comply with PRC Environmental Impact Assessment Law Article 16, the state conducts systematic management over the Environmental Impact Assessment of construction projects in accordance with the degree of impact on the environment. Construction units shall compile Environmental Impact Report, Environmental Impact Report Form or fill out Environmental Impact Registration Form (hereinafter referred to as Environmental Impact Assessment Documents) under the following rules: (1) For those that may cause heavy environmental impact, Environmental Impact Report shall be compiled, and the environmental impact produced shall be fully assessed. (2) For those that may cause slight environmental impact, Environmental Impact Report Form shall be compiled, and the environmental impact produced shall be analyzed or specially assessed. (3) For those that have very little environmental impact and do not need any Environmental Impact Assessment, Environmental Impact Registration Form shall be filled out. The construction projects' systematic management directory of Environmental Impact Assessment is made and published by the environmental protection administration agency under the State Council.

被审核方没有对其建设项目进行环境影响评价。在现场巡查时,审核员发现被审核方生产的产品为PU玩具,主要工序为成型、修边、喷漆、移印、检验、包装。需要编写环境影响评价文件来评估具体的环境影响和相关的保护措施。但是被审核方无法提供环境影响评价文件供审阅。未尊重绩效区域#12-环境保护 12.1,且尚未符合《中华人民共和国环境影响评价法》第16条,国家根据建设项目对环境的影响程度,对建设项目的环境影响评价实行分类管理。建设单位应当按照下列规定组织编制环境影响报告书、环境影响报告表或者填报环境影响登记表(以下统称环境影响评价文件):(一)可能造成重大环境影响的,应当编制环境影响报告书,对产生的环境影响进行全面评价;(二)可能造成轻度环境影响的,应当编制环境影响报告表,对产生的环境影响进行分析或者专项评价;(三)对环境影响很小、不需要进行环境影响评价的,应当填报环境影响登记表。建设项目的环境影响评价分类管理名录,由国务院环境保护行政主管部门制定并公布。

- 12.3 -** 1. No Environmental Impact Assessment (EIA) approval / registration for construction project. During document review, the auditee could not provide the EIA approval / registration for construction project for review. It did not respect Performance area 12: Protection of the Environment 12.3, and did not comply with The PRC Environmental Impact Assessment Law article 22, The construction unit shall submit the Environmental Impact Report or Environmental Impact Report Form of the construction project to the authorized environmental protection administrative department in charge in accordance with the regulations of the State Council for examination and approval. The state implements register management for Environmental Impact Registration Form. 2. No environmental protection acceptance checks report for completed construction project. Through document review, the auditee could not provide the environmental protection acceptance check approval for their construction project for review. It did not respect Performance area 12: Protection of the Environment 12.3, and did not comply with the Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17, For construction units accord with the acceptance check conditions prescribed in Article 16, competent departments of environmental protection administration shall approve the application report of environmental protection acceptance check, application form of environmental protection acceptance check or registration card of environmental protection acceptance check. For construction projects with a registration card of environmental protection acceptance check upon completion of project completed, competent departments of environmental protection administration shall, after checking, give the opinions on the registration card of environmental protection acceptance check and make approval decisions. Construction projects without official approval on the application report, application form or registration card of environmental protection acceptance check upon completion of projects shall not be put into production or use.

1.被审核方没有取得建设项目环境影响评价审批/备案。在文件审阅中,被审核方无法提供该建设项目的环境影响审批/备案供审阅。未尊重绩效区域#12-环境保护 12.3,且尚未符合《中华人民共和国环境影响评价法》第22条,建设项目的环评报告书、报告表,由建设单位按照国务院的规定报有审批权的环境保护行政主管部门审批;国家对环境影响登记表实行备案管理。2.被审核方没有建设项目环境保护竣工验收。在文件审核中,审核员发现被审核方无法提供该建设项目的环境保护竣工验收报告供审阅。未尊重绩效区域#12-环境保护 12.3,且尚未符合《建设项目竣工环境保护验收管理办法》第十七条,对符合第十六条规定的验收条件的建设项目,环境保护行政主管部门批准建设项目竣工环境保护验收申请报告、建设项目竣工环境保护验收申请表或建设项目竣工环境保护验收登记卡。对填报建设项目竣工环境保护验收登记卡的建设项目,环境保护行政主管部门经过核查后,可直接在环境保护验收登记卡上签署验收意见,作出批准决定。建设项目竣工环境保护验收申请报告、建设项目竣工环境保护验收申请表或者建设项目竣工环境保护验收登记卡未经批准的建设项目,不得正式投入生产或者使用。

Remarks from Auditee:

None

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 124557] Audit Date: 24/05/2018 PA Score: B

Deadline date:31/12/2018

GOOD PRACTICES:

None observed 没有发现

AREAS OF IMPROVEMENT:

The auditee had identified the situations and activities where act of corruption, extortion and embezzlement were most likely to occur and developed relevant policies and procedures against them. During the audit process, all required documents were provided timely and as per cross checking, no inconsistent or falsified information was detected. The auditee also established a set of procedures to avoid, investigate and discipline any fraud, falsification and misrepresentation in the supply chain. Based on satisfactory evidence, the main auditee partially respects this principle because:

被审核方识别了各种可能存在贪污、勒索和侵占的情形及行为并制定了相关的反腐败、反贪污的政策和程序。在审核过程中, 被审核方及时提供了所要求的所有文件和信息且在交叉核实时没有发现不一致或者伪造的信息。同时, 被审核方建立了一系列程序以避免、调查和惩罚任何欺骗、伪造及虚假陈述的行为。基于令人满意的证据, 被审核方部分尊重AMFORI BSCI的本条原则, 原因是:

- 13.4 -** The auditee did not establish procedure to collect, use and otherwise process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. It did not comply with AMFORI BSCI Code of Conduct 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要求收集、使用和进行合理谨慎的处理。尚未符合AMFORI BSCI Code of Conduct 13.4

Remarks from Auditee:

None

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	24/05/2018	124557	D	B	A	A	B	D	B	A	A	A	A	C	B	C

Producer Photos





Photo of fire safety equipment
1 fire extinguishers.JPG



Photo of the inside of the main production hall
2 fixing.JPG



Photo of the sanitary facilities
3 toilet.JPG



Photo of fire safety equipment
1 fire hydrant.JPG



Photo of the inside of the main production hall
2 foaming.JPG



Photo of the sanitary facilities
3 water.JPG



Photo of fire safety equipment
1 map.JPG



Photo of the inside of the main production hall
2 inspection and packing.JPG



Photo of chemical storage room (if applicable)
3 eye washing equipment.JPG



Photo of fire safety equipment
1 route.JPG