
Auditee :	Baoyu (Fujian) Plastic Co., Ltd.
Audit Date From :	25/08/2020
Audit Date To :	25/08/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Stanley Yang(Lead)
Auditing Branch (if applicable) :	



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

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

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

Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence
A Very Good	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E These are three examples: 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 Good	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E 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.
C Acceptable	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E These are three examples: 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 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.
D Insufficient	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E 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.
E Unacceptable	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E These are three examples: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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 :	Baoyu (Fujian) Plastic Co., Ltd.		
DBID number :	383772		
Audit ID :	190674		
Address :	No. 616, Jinxin Road, Jiangtou, Chendai Town, Jinjiang City, Quanzhou		
Province :	Fujian	Country :	China
Management Representative :	Mr. Hua Yin/ Manager		
Contact person:	Hua Yin	Sector :	Non-Food
Industry Type :	Plastic Industry	Product group :	Plastic and articles thereof
Product Type :	Rubber mats		

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 : 25/08/2021	

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
C	C	A	A	B	D	A	A	A	A	A	C	A

Executive summary of audit report

According to business license, Baoyu (Fujian) Plastic Co., Ltd. (宝裕 (福建) 塑胶有限公司) was located at No. 616, Jinxin Road, Jiangtou, Chendai Town, Jinjiang City, Quanzhou. (福建省泉州市晋江市陈埭镇江头村晋新中路616号).

The factory was established in 2018. And the factory being audited specialized in the manufacture of Rubber mats. The factory occupied the 1F of one 6-storey production building. The working conditions in the workshop were bright and safe. The main production activities in the factory included cutting, assembly, inspection and packing.

Employees were paid at monthly rate. Wages were paid via cash before 5th of each month for the wages of the previous month. The factory used face scan machine and finger print to record employees' working hours. As per the factory management, the factory arranged one shift for all production employees.

There were a total of 39 employees in the factory, including 6 non-production employees and 33 production employees. There 19 male employees and 20 female employees. The working hour is from 8:00 to 18:00 with 2-hour lunch break from 12:00 to 14:00.

According to payroll and attendance records of 15 sampled workers (5 samples from December 2019 and May, July 2020 respectively), it was noted that the minimum wages paid to employees was RMB 1900 per month, which was higher the local minimum wage of RMB 1720 per month since January 1, 2020. Further, all sample employees were paid 150% of their normal wage for the overtime working hours on the normal working days and 200% of their normal wage for the overtime working hours on the rest days. No overtime working hours were noted on the statutory holidays. The maximum monthly overtime hour was 62 hours.

According to the social insurance receipt provided by the factory management, it was noted that 25 out of 39 (64%) employees were provided with unemployment, pension, maternity, illness and accident insurance in July 2020. In addition, the factory purchased a commercial accident insurance for all employees with valid period from August 01, 2020 to July 31, 2021.

The attendance records were cross-checked against production records and confidential interviews were conducted with 5 employees from different departments. No inconsistencies regarding working hours were found.

In the beginning of the audit, an opening meeting was held with factory representatives including Mr. Yin Hua / Manager, Mr. Luo Jie / Worker representative, Mr. Chen / Admin. All of the findings were disclosed and discussed and a draft corrective action plan was explained to these factory representatives, and Mr. Yin Hua / Manager, agreed with the findings and signed the corrective action plan.

Remark:

1. There is no contractor/agencies/government waivers/collective bargaining used or available by the auditee, which makes the contractor license/agency labour contract/government waivers/collective bargaining agreements not applicable.
2. Auditor (Stanley Yang) APSCA number: RA21702342.

Ratings Summary



Auditee's background information			
Auditee's name :	Baoyu (Fujian) Plastic Co., Ltd.	Legal status :	Limited company
Local Name :	宝裕 (福建) 塑胶有限公司	Year in which the auditee was founded :	2018
Address :	No. 616, Jinxin Road, Jiangtou, Chendai Town, Jinjiang City,	Contact person (please select) :	Hua Yin
Province :	Fujian	Contact's Email :	ystcyinhua@126.com
City :	Quanzhou	Auditee's official language(s) for written communications :	Mandarin
Region :	North East Asia	Other relevant languages for the auditee :	N/A
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	N24°48'59.36", E118°37'36.38".	Total turnover (in Euros) :	2500000.00
Sector :	Non-Food	Of which exports % :	50.00
Industry :	Plastic Industry	Of which domestic market % :	50.00
If other, please specify :		Production volume :	2,000,000 pieces per month
Product Group :	Plastic and articles thereof	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Rubber mats		

Auditee's employment structure at the time of the audit		
Total number of workers :	39	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	19	20
Temporary workers	0	0
In management positions	4	2
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	15	15
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	19	20
Production based workers	0	0
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 190674] Audit Date: 25/08/2020 PA Score: C

Deadline date:01/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The effective management system had been set up to implement the BSCI Code of Conduct. The BSCI Code of Conduct in local language was posted in the workshop for workers review. Mr. Yin Hua / Manager was appointed to ensure that the BSCI values and principles are followed in a satisfactory manner. Through the management interview, it was confirmed that the management representative had good understand of the BSCI Code of Conduct. Further, the auditee had identified their significant business partners and required the business partners to sign agreement on being comply with BSCI Code of Conduct. However, the auditee's did not organize the workforce capacity properly to reduce the overtime hours. According to the time records provided by the auditee, the employees had worked in excess of the statutory overtime hour limits.

被审核方建立了执行BSCI行为守则的有效管理体系。车间张贴了BSCI的行为守则供员工参考。已委任Mr. Yin Hua / Manager确保BSCI的价值和原则以令人满意的方式执行。通过管理代表访谈证实，管理代表对BSCI行为守则有深入的理解。工厂识别了主要的商业伙伴，并要求商业合作伙伴签订了共同遵守BSCI行为守则协议。但是，被审核方没有合理组织劳动力以减少加班时间。根据被审核方提供的工时记录发现，员工加班时间超出了法律要求。

1.4 - It was noted that the auditee had established capacity analysis procedure and conducted capacity analysis and established the production plan. However, according to the time records from the auditee, employees worked in excess of the statutory overtime hour limits. This violated BSCI 1.4

被审核方制定了产能规划程序，对产能进行了规划，制定了生产计划。但根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。不符合BSCI1.4条款

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 190674] Audit Date: 25/08/2020 PA Score: C

Deadline date:01/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee communicated with workers and their representatives on work-related issues regularly. The auditee had posted the BSCI Code of Conduct in Chinese in the workshops to make workers aware of their rights and responsibilities. The interviewed workers were aware of their legal benefits, such as social insurance, national holidays, paid annual leaves, overtime premiums, etc.

工厂定期与员工和员工代表就工作相关事宜进行沟通，车间张贴了中文版的BSCI行为守则来确保员工知晓其权利和义务，访谈员工了解其应该享受的法定的福利待遇，例如社保，法定节假日，有薪年假，加班费，等等。

2.2 - Although the auditee had defined long term goals to protect workers, workers and worker representatives were not involved in defining these goals. This violated BSCI 2.2.

虽然被审核方建立了保护员工的长期目标，但是员工和员工代表没有参与到长期目标的制定中。不符合BSCI2.2条款。

2.4 - The auditee had established the written procedure on training program. And the auditee provided the training records to indicate that all employees were provided with relevant training. However, the worker and worker representatives were not well aware of BSCI Code of Conduct. This violated BSCI 2.4.

厂方已建立书面的培训程序对所有员工进行BSCI行为守则的培训。且工厂提供了培训记录显示对所有人员进行了相关培训。但是工人及工人代表对BSCI行为守则的认识不够充分。不符合BSCI2.4条款

Remarks from Auditee:

None

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

Full Audit [Audit Id - 190674] Audit Date: 25/08/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee had established the policy and procedure on the rights of Freedom of Association and Collective Bargaining. There was no union established in this factory, but the management respects the rights of workers to select the workers' representatives and encourages the communication between workers' representatives and workers. Two workers' representatives were selected freely in 2019 by all employees in this factory. The workers' representatives know about their job responsibility.

工厂建立了结社自由和集体谈判权力方面的政策和程序。工厂没有成立工会，但是尊重员工推举员工代表，并鼓励员工代表与员工进行沟通。2名员工代表在2019年由员工自由选举产生。员工代表清楚他们的工作职责。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 190674] Audit Date: 25/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee had established the policy and procedure of non-discrimination and relevant training was provided to all employees regularly. The management treated all employees equally. The factory did not discriminate workers because of they were migrant workers, or because of their age, gender, nationality, or religions. No discrimination was noted during interview process and document review process. 工厂建立了反歧视政策和程序，并提供相关的培训给所有的员工。工厂的管理层平等地对待所有地员工。工厂不会因为工人是外地人而歧视他们，也不会因为他们的年纪，性别，民族，或者宗教信仰而歧视他们。访谈过程和文件审核过程都没有发现歧视现象。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 190674] Audit Date: 25/08/2020 PA Score: B	Deadline date:01/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The policy and procedure on compensation and benefits were established and communicated to employees through training and posting the relevant documents at workplace. The legal minimum wage standard was posted in the workshops. The auditee paid wages to its employees in a timely, regularly, and fully manner. The factory paid overtime premiums to the workers as according to the law requirement. The factory paid the workers basic salary which based on their positions and skills to achieve the fair remuneration. However, the factory provided social insurance to part of the workers, but not all the workers. 工厂建立了薪酬和福利待遇的政策和程序，并通过培训和张贴相关文件在车间的方式来告知员工。车间张贴了当地的最低工资标准。工厂将工资按时，定期，全额发放给员工。工厂按照法律要求支付员工加班费。工厂基于工人的职位和技能来定的基本工资，以达到公平报酬的目的。但是工厂提供社保给部分员工，而不是提供给所有的员工。 5.5 - According to the social insurance receipt provided by the factory management, it was noted that 25 out of 39 (64%) employees were provided with unemployment, pension, maternity, illness and accident insurance in July 2020. In addition, the factory purchased a commercial accident insurance for all employees with valid period from August 01, 2020 to July 31, 2021. This violated Article 73 of the Labor Law of the People's Republic of China. 由工厂提供的2020年07月份的社保缴费收据显示：工厂仅为25/39(64%)名员工提供了失业，养老保险，生育保险，医疗保险和工伤保险。另外，工厂为全部员工提供了商业意外保险，有效期从2020年8月1日至2021年7月31日。根据《中华人民共和国劳动法》第73条	
Remarks from Auditee: None	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 190674] Audit Date: 25/08/2020 PA Score: D	Deadline date:01/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee established the working hour policy as according to local law and BSCI Code of Conduct. The normal working hours were 8 hours per day and 40 hours per week. All the sampling employees were provided with at least one day off during a seven-day period. The factory grants workers the right to resting breaks in the working days and leaves the factory freely when their shifts end. However, the overtime hours exceed the legal requirement of not exceeding the 36 hours overtime per month. 被审核方根据当地法律和BSCI行为守则要求制定了工作时间政策，员工正常上班时间为每天8小时和每周40小时。所有抽样员工都有保证每7天休息1天。工厂保证员工上班有正常的休息时间以及下班后可以自由地离开工厂。但是被审核方员工的加班时间超出了法规要求的每月加班不超过36小时的规定。 6.2 - It was noted that 15 out of 15 sample population employees worked in excess of the statutory overtime hour limits. A review of 15 sample population employees' time records (5 samples from December 2019 and May, July 2020), yielded the following: 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 54-62 hours) in December 2019, which was not in compliance with the legal requirement; 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 54-62 hours) in May 2020, which was not in compliance with the legal requirement; 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 54-62 hours) in July 2020, which was not in compliance with the legal requirement. This violated Article 41 of the Labor Law of the PRC 根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。审核员抽15个样本(其中从2019年12月抽取5个，从2020年5月，7月抽取5个)，发现共有15名员工加班时间超出了法定标准，具体为：5/5名员工在2019年12月的加班时间为54-62小时，超过每月加班时间不能超过36小时的法律规定；5/5名员工在2020年5月的加班时间为54-62小时，超过每月加班时间不能超过36小时的法律规定；5/5名员工在2020年7月的加班时间为54-62小时，超过每月加班时间不能超过36小时的法律规定。根据《中华人民共和国劳动法》第41条	
Remarks from Auditee: None	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 190674] Audit Date: 25/08/2020 PA Score: A	Deadline date:01/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The auditee had collected the laws and regulations on occupational health and safety and established the relevant policies and procedures. Health and safety trainings including drills were provided to all workers and management to enforce their awareness. Fire drills were conducted twice a year and the latest two fire drills were conducted. The auditee had taken certain measures to protect employees' health and safety. Firefighting equipment such as emergency lights, exit signs, fire extinguishers, fire hydrants, fire alarms, and etc. were installed and well maintained in this factory, monthly checks were conducted for firefighting equipment. Through the onsite testing, it was confirmed that all the firefighting equipment were functional. Interviewed workers know how to evacuate during an emergency and know how to use firefighting equipment. First aid kits, clean drinking water, and clean toilets, and etc. were provided to employees in the workshops for free of use. However, health and safety issues such as PPE, ect., were noted during this audit. Remark: There was no canteen, no transportation, or dormitory provided in this factory.</p> <p>工厂收集了职业健康安全相关的法律和法规，并制定了职业健康安全的政策和程序。工厂提供定期的培训和演习来提高管理人员和员工的意识。每年进行两次消防演习。被审核方采取了一定的措施来保护员工的健康安全。现场安装了应急灯、安全出口标志、灭火器、消防栓，消防警铃等消防设施，并每月进行检查。通过现场测试证实，所有消防器材都处于有效状态。访谈员工熟悉紧急情况下如何疏散并且使用消防设施。车间配备了药箱、清洁的饮水、干净的厕所等设施。但此次审核仍然存在个别的健康安全问题例如个人防护用品，等等。备注：工厂没有提供餐厅，交通，或者宿舍给员工。</p> <p>7.4 - It was noted that workers were not involved in the establishment of OHS policy. This violated BSCI 7.4 审核员发现被审核方的职业健康安全政策的制定没有员工的参与。不符合BSCI 7.4</p> <p>7.6 - It was noted that 3/3 cutting employees were wearing normal cotton masks, instead of activated carbon masks. This violated Article 42 of Law of the People's Republic of China on Production Safety 审核员发现工厂裁床车间3/3名员工佩戴的是普通棉口罩，而不是活性炭口罩。不符合《中华人民共和国安全生产法》第42条</p>	
Remarks from Auditee: None	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 190674] Audit Date: 25/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The facility had established hiring procedure regarding prohibition use of child labor and established remediation procedure on child labor in order to set up measures for recruiting child labor incidentally. The facility would verify all employees' original ID cards before employment and keep the photocopies of employees' ID cards in the personnel files. No child labor was detected or reported in current audit.</p> <p>被审核方建立了禁止使用童工的招聘制度，并且制定了童工补救措施以建立意外招聘童工的应对措施。被审核方在招聘员工时会核查员工的身份证原件并保留其复印件在员工档案里。此次审核未发现或者汇报有童工。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 190674] Audit Date: 25/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>There was no young worker in this factory. The factory had established the policies to ensure young workers' working hours not exceed the legal requirement and young workers not to contact with hazardous materials such as chemicals. The management representative was well know about the regulations on young workers protection. The risk assessment also including the risk of young workers may face during working in this factory.</p> <p>审核发现工厂没有雇佣未成年工。工厂建立了政策确保未成年工的工作时间不超过法定要求以及禁止未成年工接触有毒有害物质例如化学品。管理人员清楚知道未成年工的相关保护规定。工厂的风险评估也包含了未成年工工作时可能面临的风险。</p>	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 190674] Audit Date: 25/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory established the recruitment process according to local legal requirement. Through management interview and worker interviews, it was confirmed that all the employees had to sign standard labor contracts with the auditee and kept one copy by themselves. 工厂根据当地的法规要求建立了招聘程序。通过管理层访谈和员工访谈证实，所有员工进厂时必须签标准的劳动合同，并且他们自己都留有一份合同。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 190674] Audit Date: 25/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee had established a written policy and procedure against involuntary labor. No any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour was identified during the audit. Employees could leave the facility when their shifts ended freely. No movement restriction was noted and employees could access to toilets and drinking waters freely without any restriction. The auditee checked applicants' original ID cards and kept the photocopies of the ID in the personnel files as per recruitment process. No original documents would be withheld by the auditee. Employees could freely terminate the employment contracts 30 days in advance through written notice. 工厂针对非自愿劳工建立了书面的政策和程序。在审核期间未发现任何形式的奴役，强迫，抵债，契约，买卖和非自愿劳工。员工在下班之后可以自由的离开工厂。被审核方未限制员工在厂区内的自由行动且员工可以自由地使用洗手间和饮水设施。被审核方检查应聘者的身份证并保留一份证件的复印件在其个人档案中，但是不会将其原件扣留。员工提前30天通知就可以自由选择终止劳动关系。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 190674] Audit Date: 25/08/2020 PA Score: C	Deadline date:01/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee had established written policies of environmental protection to respect the local law requirements and BSCI principles. The environmental impact assessment was conducted and hazardous waste were collected and disposed by qualified company. The training on environmental protection was provided to all employees regularly. The factory collected the laws and regulations on environmental protection regularly and the management representative was well know about the laws and regulations on environmental protection. 工厂建立了书面的环境保护政策来保证遵守当地的法律以及BSCI的要求。被审核方有做环境影响评价，并且危险废弃物有经过有资质的公司回收和处理。关于环境保护方面的培训有定期提供给员工和管理人员。工厂定期收集环境保护相关的法律和法规，且管理者代表清楚环境保护方面的法律法规。 12.1 - It was noted that the factory did not work out the report of environmental impacts. This violated Article 16 of Law of the People's Republic of China on Appraising of Environment Impacts 审核员发现工厂未有办理环评文件。根据《中华人民共和国环境影响评价法》第16条 12.3 - It was noted that factory management was unable to provide the approval document for on-site inspection and acceptance of completed environmental protection facilities for review. In accordance with Article 17 of the Regulations on Environmental Protection Check and Acceptance for Completed Construction Project 审核员发现工厂未能提供建设项目竣工环境保护验收文件。根据《建设项目竣工环境保护验收管理办法》第17条	
Remarks from Auditee: None	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 190674] Audit Date: 25/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee fully respects the requirement of this performance area. The auditee 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 auditee had a serious commitment to avoid falsification, fraud and misrepresentation. Proper investigation and disciplinary action would follow if any staff member behaved unethically. The auditee disclosed accurate information about its activities and opposed any falsification, fraud and misrepresentation. 被审核方完全遵守本执行领域要求。被审核员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。被审核方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，被审核方将进行合适调查并采取惩戒措施。被审核方披露其生产活动的准确信息，并反对伪造、欺诈和不当陈述。	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	25/08/2020	190674	C	C	A	A	B	D	A	A	A	A	A	C	A	C

Producer Photos



External photo(s) of the production unit(s)
Assembly workshop.JPG



External photo(s) of the production unit(s)
BSCI posters.JPG



External photo(s) of the production unit(s)
Cutting workshop.JPG



External photo(s) of the production unit(s)
Drinking water.JPG



External photo(s) of the production unit(s)
Evacuation map.JPG



External photo(s) of the production unit(s)
Evacuation sign.JPG



External photo(s) of the production unit(s)
Exit sign and emergency light.JPG



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



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



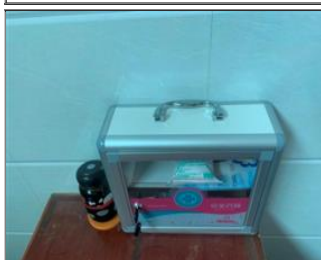
External photo(s) of the production unit(s)
Fire alarm.JPG



External photo(s) of the production unit(s)
Fire extinguishers.JPG



External photo(s) of the production unit(s)
Fire hydrant.JPG



External photo(s) of the production unit(s)
First aid kit.JPG



External photo(s) of the production unit(s)
NC 7-6 Cutting employee only wearing normal cotton mask.JPG



External photo(s) of the production unit(s)
Packing workshop.JPG



External photo(s) of the production unit(s)
Sprinkle system.JPG



External photo(s) of the production unit(s)
Suggestion box.JPG



External photo(s) of the production unit(s)
Testing of fire hydrant.JPG



External photo(s) of the production unit(s)
Timecard machine.JPG



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



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