
Auditee :	JINYI FITNESS EQUIPMENT CO., LTD.
Audit Date From :	11/03/2020
Audit Date To :	11/03/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	ALGI
Auditor's Name(s) :	Eagle Yao(Lead)
Auditing Branch (if applicable) :	ALGI 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: 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 :	JINYI FITNESS EQUIPMENT CO., LTD.		
DBID number :	398918		
Audit ID :	174903		
Address :	No.12, Xinye Road, Xinbi Town, Jinyun County Lishui		
Province :	Zhejiang	Country :	China
Management Representative :	Mr. Junyi Lv/Manager		
Contact person:	Junyi Lv	Sector :	Non-Food
Industry Type :	Sports equipment and sportwear	Product group :	sports equipment
Product Type :	fitness equipment like magnetic resistance fitness bike		

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 : 11/03/2021	

Rating per Performance Area (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	B	A	A	B	D	B	A	A	A	A	A	A

Executive summary of audit report

JINYI FITNESS EQUIPMENT CO., LTD. (Local Name: 缙云县金益健身器材有限公司, Uniform Code of Social Credit: 91331122760160015Y) was located at No.12, Xinye Road, Xinbi Town, Jinyun County, Lishui City, Zhejiang Province, China. The factory was established in 2003 at present address and specialized in the manufacturing of fitness equipment like magnetic resistance fitness bike. Main production activities included punching, injection molding (including color mixing for raw plastic material and crushing), coating with powder (including drying), assembly, inspection and packing. No service but the silk-screen printing and welding process are sub-contracted.

The factory currently occupied one 3-storey production building as office and production, one flat building as raw material warehouse, one flat building as coating, the 2nd floor of one 2-storey warehouse building (building A) as material/semi-finished product/finished goods warehouse. The factory did not provide dormitory, canteen or kitchen to employees. On the audit day, there were total 38 employees in the factory, of which 33 employees were production workers. As per management interview, the peak season and non-peak season were not obvious in last year.

Based on documents review and management interview, it was noted that all employees were paid by hourly rate. Wages were paid in cash on around 15th of each month for the preceding month. The factory used finger-print attendance system to keep record of all employees' working hours. All employees worked in one shift and the regular working hours were from 7:30 to 17:00 with lunch break from 11:30 to 13:00 (normally 8 hours per day). Workers sometimes would have 2 hours' overtime a day from 18:00 to 20:00 on normal working days from Monday to Friday and would have 8 hours' overtime a day on Saturdays if needed.

During the current audit, payroll records from February 2019 to January 2020 and attendance records from February 01, 2019 to the audit date were provided for review. The auditor randomly selected 6 samples from each of January 2020 (recent paid month), October 2019 (random month) and June 2019 (random month) for verification.

Remark:

- The local minimum wage standard was raised from RMB 1530 per month or equal to RMB 8.79 to RMB 1660 per month or equal to RMB 9.54 per hour since December 01, 2017.
- In the audited factory, there was no agencies used, no government waiver obtained, and also, no Collective bargaining agreement existed, which, therefore, made those relevant documents not applicable under the Attachment in the report.
- The factory did not establish the procedure to calculate local basic living wage. So, the auditor used ALGI's calculated basic living wage RMB 3474.71 per month, which is based on the data from the local government. The wages for all sampled workers were found more than the local basic living wage standard.
- The audit was conducted on March 11, 2020 by ALGI auditor Mr. Eagle Yao- APSCA registration No.: RA 21700955.
- There were total 5 buildings in the boundary, and all of them were owned by the factory. Except for the buildings mentioned above, there was additional flat building rented to an individual as production and warehouse for vacuum cup, and the 1st floor of building A mentioned above was rented to a trash bin production factory as production and warehouse. The relevant lease contracts were provided to review in this audit.
- In this audit, no production (assembly) was arranged on 3rd floor of production building due to lack of material.
- The factory is located in "Jinyun Industrial Zone", and when the factory initially registered the its business license at present address in 2003, the road in front of the boundary gate was not named yet, so the address name indicated on business license was "Jinyun Industrial Zone, Zhejiang Province, China", it is vague. Now the house number and road name were designated by local administrative department and the detailed address name is "No.12, Xinye Road, Xinbi Town, Jinyun County, Lishui City, Zhejiang Province, China", which is the one registered on BSCI platform.

Ratings Summary



Auditee's background information			
Auditee's name :	JINYI FITNESS EQUIPMENT CO., LTD.	Legal status :	Limited Company
Local Name :	缙云县金益健身器材有限公司 (91331122760160015Y)	Year in which the auditee was founded :	2003
Address :	No.12, Xinye Road, Xinbi Town, Jinyun County	Contact person (please select) :	Junyi Lv
Province :	Zhejiang	Contact's Email :	sales5jinyi@jinyihealth.com
City :	Lishui	Auditee's official language(s) for written communications :	Chinese Mandarin
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N28°46'6", E120°5'20"	Total turnover (in Euros) :	5000000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Sports equipment and sportwear	Of which domestic market % :	10.00
If other, please specify :	N/A	Production volume :	2000 pieces per month
Product Group :	sports equipment	Production cost calculation :	Yes
If other, please specify :	N/A	Lost time injury calculation cost :	No
Product Type :	fitness equipment like magnetic resistance fitness bike		

Auditee's employment structure at the time of the audit			
Total number of workers :	38	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	25	13	
Temporary workers	0	0	
In management positions	3	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	20	9	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	25	13	
Production based workers	22	11	
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 - 174903] Audit Date: 11/03/2020 PA Score: D

Deadline date:11/08/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had set up a series of procedures and policies that states their mission, vision and objectives to match the 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 BSCI affair and various of training records such as legal requirements training, health and safety training and etc. The factory had nominated one senior management, who had some understanding of BSCI standards, for the establishment, implementation and maintenance of the BSCI system. However, gaps had been identified in implementation.

整体观察显示，工厂目前部分履行对该区域的要求。工厂建立了表明其使命、愿景和目标的且符合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、不雇佣童工、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。工厂指定了一名对BSCI要求有所了解的高级管理人员来负责BSCI系统的建立、施行和维护。然而，在实际执行过程中仍然存在问题。

- 1.1 - The social management system was not implemented effectively, because some non-compliance was detected on Performance area Workers Involvement and Protection, Fair Remuneration, Decent Working Hour, Occupational Health and safety, No Child Labour and Protection of Environment. (For details, please refer to Performance Area 2, 5, 6, 7, 8 and 12 respectively.)
管理体系不完善。因为工厂在工人参与和保护，公平报酬，体面的工作时间，职业健康安全，不雇佣童工和保护环境方面缺少有效的管理。（详细分别见绩效评估区域第2, 5, 6, 7, 8和12部分。）
- 1.4 - The factory made production plans for each order, but the workforce capacity was not properly planned to match delivery order contracts' expectations because monthly overtime working hours exceeded the local limit, please refer to principle 6.2 for details.
工厂有对每个订单制定生产计划，但没有正确地对产能进行评估以满足订单的交付预期，并且工人的月加班时间超过了当地的要求，详情请参考条款6.2。

Remarks from Auditee:

Nil

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 174903] Audit Date: 11/03/2020 PA Score: B

Deadline date:11/06/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The overall observation showed that the factory partially fulfilled the requirement of this performance area. There were 2 workers' representative in the factory and relevant election procedures and records were provided for review. BSCI Code of Conduct was displayed on the notice board in the production area. All interviewed workers had a good understanding of their rights and responsibilities. Provided documents indicated that the factory provided regular training to workers on their rights and responsibilities and to management staffs as well as workers' representatives on factory rules, human resources, OHS and the grievance mechanism. The factory 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. However, gaps had been identified in implementation, please refer to question 2.4 & 2.5 for details.

整体观察显示，工厂目前部分履行对该评估区域的要求。工厂选举了2名员工代表，并提供了相关的选举程序和记录。BSCI行为准则张贴在生产区域的公告栏内。通过员工访谈，发现所有被访谈员工很清楚自己的权利和义务。所提供的文件资料显示工厂有定期给员工提供关于其权利和义务的培训，定期给管理人员及员工代表提供关于诸如厂纪厂规，人力资源、职业健康安全和投诉机制等的培训。工厂定期安排管理层代表和员工以及员工代表就工作场所相关的问题进行内部沟通；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。然而，在实际执行过程中仍然存在问题，详情请参见条款2.4和2.5。

- 2.4 - Although the factory had posted the BSCI Code of Conduct in workshops, and provided training regarding social compliance to all employees, through workers interview, all interviewed workers and worker representative could not clearly describe the detailed social compliance requirements.
工厂有张贴BSCI行为准则，且有提供有关社会责任的培训给员工，但是通过员工访谈，所有访谈的工人和工人代表都不清楚社会责任方面的内容和要求。
- 2.5 - 1.The grievance mechanism established by the factory was insufficient as per provided evidences: a) no specific responsible person was appointed to take charge in grievance issue; b) no process was illustrated in the mechanism in case of appeals or escalation occurred; c) timelines to address grievances and d) no regular surveys on user satisfaction with the grievance procedure. 2.It was noted that the suggestion box was set at security guard room which could not effectively protect employees' personal privacy.
1.工厂建立的申诉机制不完善：a) 没有任命具体的人员负责申诉事宜；b) 没有描述如何应对申诉升级的事件；c) 申诉解决的时效性和d) 用户对申诉程序满意度的常规调查。2.意见箱放置在保安室；不能有效的保护员工的个人隐私。

Remarks from Auditee:

Nil

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 174903] Audit Date: 11/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: None observed The overall observation showed that the factory currently fulfilled the requirements of this performance area. The factory had set up the procedure regarding freedom of association and collective bargaining, which allowed workers to participate associations on their own will if legally permitted and prohibited discriminating those workers for any identity. The management staffs would hold meeting with the worker representatives regularly regarding the worker's concern and workplace issue. Workers' representatives were not discriminated but had free access to workers and were encouraged to communicate with workers regarding anything about workers' rights and obligations. The factory facilitated meetings between workers and workers' representatives like the arrangement of meeting time and places. 无不符合项发现 整体观察显示, 工厂目前满足该评估区域的要求。工厂建立了有关自由结社和集体谈判的程序, 尊重员工自由参加法律允许的团体或组织的自由和权利, 管理人员会定期与员工代表召开会议讨论员工关心的问题及有关工作场所的事项, 而且工厂禁止对这些员工有任何歧视的行为。员工代表没有受到歧视, 而是可以自由地接近员工并被鼓励积极与员工沟通有关其权利和义务的任何问题。工厂积极促进员工与员工代表的会议比如安排会议时间、提供会议场地等。	
Remarks from Auditee: NA	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 174903] Audit Date: 11/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: None observed The overall observation showed that the factory currently fulfilled the requirement of this performance area. The factory had set up the social policy of no discrimination which prohibited discriminating workers for any identity, sex, age, background and etc. Workers had equal opportunities to work overtime, get promotion and receive training. The factory trained human resources department and supervisors that disciplinary measures or dismissals cannot occur based on workers' complaints and workers had no fear of reprisals to submit complaints about infringements of their rights. Disciplinary policy and measures were established within legal frames. 无不符合项发现 整体观察显示, 工厂目前满足该评估区域的要求。工厂建立了反歧视的社会责任政策, 禁止对员工的身份、性别、年龄、背景等进行任何形式的歧视行为。员工有平等加班, 晋升和接受培训的机会。工厂有给人力资源部门及各部门主管培训, 强调不能因员工申诉而处罚员工, 员工也表示不担心因为申诉而被报复。工厂的奖惩政策和措施符合法律要求。	
Remarks from Auditee: NA	

Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 174903] Audit Date: 11/03/2020 PA Score: B	Deadline date:11/09/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had made its own regulations and rules on wages and benefits based on the legal requirements and BSCI Code of Conduct. As per sampled payroll and attendance records, it was found that the lowest basic wage among samples was RMB 2600 per month equivalent to RMB 14.94 per hour, which was more than the local minimum standard RMB 1660 per month equivalent to RMB 9.54 per hour, and the factory paid 150% and 200% of regular wage rate for overtime hours on weekdays and rest days to workers, which was in compliance with legal requirements. The factory paid wages by cash on around 15th of each 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. The wages for all sampled employees could meet local living wage standard. Meanwhile, the factory provided required benefits such as paid annual leave to all eligible workers. However, the gaps had been identified in implementation, please refer to question 5.5 for details.</p> <p>整体观察表明, 工厂部分履行对该区域的要求。工厂基于法律规定和规则以及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为RMB 2600元/月或相当于RMB 14.94/小时, 这高于当地的最低工资标准RMB 1660元/月或相当于RMB 9.54/小时, 工厂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。工厂于每月的15号左右以现金发放的方式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。所有抽查员工的工资能达到当地的基本生活保障工资的标准。同时, 工厂为所有符合条件的员工提供了带薪年假。然而, 在实施过程中仍有差距, 详情请参见条款5.5。</p> <p>5.5 - As per the social insurance payment record for January 2020, there were total 38 employees that time (6 employees had reached to retirement age), but just 3 employees (9.38%, except to retired employees) had participated in retirement, employment and medical insurance, 15 employees (46.88%, except for the retired employees) had participated in injury insurance, no employee participated in child-bearing insurance. In addition, the factory bought commercial individual accident insurance for other 13 employees (34.21% of all employees) with one year of insuring period from March 30, 2019 to March 29, 2020. This violated the PRC Labor Law article 72 and 73. Remark: The factory did not get waiver for social insurance. One year of payment records for social insurance were provided to review in this audit. All employees were hired by the factory directly. No temporary or newly joined employee. Most employees did not participate in social insurance because they were not unwilling to undertake the personal monetary deduction. This was verified through interviews.</p> <p>根据2020年1月的社保缴费记录, 当时共有员工38人(其中有6名员工已达到退休年龄), 但只有3名员工(9.38%, 除开已退休的员工)参加了养老, 失业和医疗保险, 15名员工(46.88%, 除开已退休的员工)参加了工伤保险, 没有员工参加了生育保险。另外, 工厂为其他13名员工(所有员工的34.21%)购买了从2019年3月30日至2020年3月29日为期一年的商业个人意外险。这违反了《中华人民共和国劳动法》第72、73条。备注: 工厂没有获得社保批文。在本次审核工厂提供了一年的社保缴纳记录给我们审阅。所有员工均由工厂直接招聘。目前没有临时工和新入职的员工。因为大部分员工不愿意承担购买社保时个人部分的扣款, 因而他们没有在工厂参加社保, 这在访谈时得到了证实。</p>	
Remarks from Auditee: Nil	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 174903] Audit Date: 11/03/2020 PA Score: D	Deadline date:11/09/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had made its own working hour regulations and rules based on the legal requirements and BSCI Code of Conduct. As per on-site observation and documents review, the factory used finger-print attendance recording system to record all workers' working hours including overtime hours. As per sampled payroll and attendance records, it was found that all workers worked for 8 hours a day and for 5 days a week as regular working hour. Overtime working was arranged for 2 hours a day on weekdays and for 8 hours a day on Saturdays if need. One rest day in every 7-day period was guaranteed. And the factory also provided orientation training to new hired workers about the rules on working hours and etc. However, gaps had been identified in implementation: the monthly working hours exceeded the legal limit, please refer to question 6.2 for details.</p> <p>整体观察显示, 工厂目前部分履行对该区域的要求。工厂根据法律要求以及BSCI要求建立了工作时间规章制度。工厂采用打指纹的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, 所有员工的正常工作时间为每天8小时, 每周工作五天。如果需要通常在工作日加班2小时, 周六加班8小时, 且能确保连续工作六天后休息一天。同时工厂给新进的员工入职培训有包括关于工作时间的规定。然而, 在实际执行过程中仍然存在问题: 月加班工时超过法规限制, 详情请参见条款6.2。</p> <p>6.2 - It was noted that the overtime working hours exceeded the upper limit 36 hours per month. In October 2019 (random month), the monthly overtime hours of all 6 randomly selected employees were in 52 hours; In June 2019 (random month), the monthly overtime hours of all 6 randomly selected employees were in 62 hours. This violated the PRC Labor Law article 41 (for the recent paid month January 2020-Chinese New Year holiday, the monthly overtime working hours for all 6 selected samples were within 36 hours).</p> <p>月加班工时超过36小时。2019年10月(随机月份), 6名被抽查员工的月加班工时均为52小时; 2019年6月(随机月), 6名被抽查员工的月加班工时均为62小时。这违反了《中华人民共和国劳动法》第41条(对于最近已支付月份2020年1月-中国春节假期, 所有抽查的6名员工的月加班时间均在36小时以内)。</p>	
Remarks from Auditee: Nil	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 174903] Audit Date: 11/03/2020 PA Score: B

Deadline date:11/06/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had made its own health and safety regulations and rules based on the legal requirements and BSCI Code of Conduct and also established OHS committee. The factory 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, PPE usage, chemical safety, machine operation, fire drill exercises and etc. Furthermore, the factory 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. However, gaps had been identified in implementation. Please refer to corresponding questions for details. Remark: 1. For 7.21: The factory currently did not provided kitchen and canteen to employees. 2. For 7.23: The factory currently did not provide transportation to employees.

整体观察显示, 工厂目前部分履行对该区域的要求。工厂根据法律要求以及BSCI的要求建立了健康安全规定和守则, 同时也建立了职业健康安全委员会。工厂委任专门的管理层代表负责职业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、个人防护用品培训、化学品安全培训、机器设备操作培训、消防演习等。另外, 工厂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。然而, 在实际执行过程中仍然存在问题, 详情请参见对应的条款。备注: 1、对于7.21: 工厂目前没有给员工提供厨房和食堂。2、对于7.23: 工厂目前没有给员工提供交通工具。

- 7.1 - Some raw material in the flat warehouse was stored against the wall. This violated the Rules Concerning Warehouse Safety and Fire Control article 18.
平房仓库里存放的部分物料靠墙摆放。这违反了《仓库防火安全管理规划》第18条。
- 7.2 - Just 28 of 38 employees (73.68%) had participated in injury insurance or commercial individual accident insurance. This violated the PRC Labor Law article 72 and 73. Remark: The factory did not get waiver for social insurance, one year of payment records for social insurance were provided for review in this audit.
38名员工中只有28名 (73.68%) 参加了工伤保险或商业个人意外险。这违反了《中华人民共和国劳动法》第72、73条。备注: 工厂没有获得社保批文, 在本次审核工厂提供了过去一年的社保缴纳记录给我们审阅。
- 7.3 - 1.It was noted that all workers posted in punching, injection molding, crushing and coating areas, where were found with noise, harmful fume or dust, were not provided with pre-job or off-job occupational health examination. This violated PRC Law of Prevention and Control of Occupational Diseases article 35. 2.It was noted that the factory did not conduct the occupational hazards factors testing for punching, injection molding, crushing and coating areas, where were found with noise, harmful fume or dust factor. This violated Provisions on the Supervision and Administration of Workplace Occupational Health Article 20.
1.评估中发现冲压、注塑、碎料和喷粉区域的员工 (这些区域会有噪音、有害气体或粉尘的危害因素) 没有接受岗前和离岗的职业健康检查。这违反了《中华人民共和国职业病防治法》第三十五条。2.工厂没有对冲压、注塑、碎料和喷粉区域 (噪音、有害气体或粉尘的危害因素) 进行职业危害因素检测。这违反了《工作场所职业卫生监督管理规定》第二十条。
- 7.4 - No worker or worker representative was invited to participate in risk assessment.
没有工人或工人代表被邀请参加风险评估。
- 7.5 - For the fire drill training on November 18, 2019, no photos were retained on the summary reports.
在2019年11月18日进行的消防演习, 总结报告里没有保留演示时的照片。
- 7.6 - The factory provided disposal instead of active carbon mask to injection molding worker, did not provide earplugs to punching workers, and did not provide work cloth to coating workers. This violated the Law of the PRC on Work Safety article 42.
工厂给注塑的工人提供的是一次性口罩而非活性炭口罩, 没有给冲压的工人提供耳塞, 没有给喷粉的工人提供工作服。这违反了《中华人民共和国安全生产法》第42条。
- 7.9 - No machinery injury warning sign was posted on punching machines, no electric shock warning sign was posted on electrical switch boxes, no PPE need reminder was posted at punching, injection molding, crushing and coating areas.
所有的冲压机上均没有张贴机械伤害的警告标志, 所有的电开关盒上均没有张贴触电警告标志, 冲压、注塑、碎料和喷粉区域没有张贴需要佩戴劳保用品的提醒标志。
- 7.11 - 1. The factory did not provide the fire inspection certificate or record for all occupied buildings for review. This violated PRC Fire Prevention Law article 11/13. 2. The factory did not provide the certificate or report of acceptance checks for completion of all occupied buildings . This violated the PRC Construction Law Article 61.
1. 工厂没有提供所有在使用的建筑物的消防验收合格证书或备案记录给审阅。这违反了《中华人民共和国消防法》第十一条/十三条。2. 工厂没有提供所有在使用的建筑物的建筑竣工验收报告给审阅。这违反了《中华人民共和国建筑法》第六十一条。
- 7.13 - All electricity distribution boxes were found without inner cover, two electrical switch boxes at punching area were found without outer cover. This violated Safety code of electric power industry-Part1: Thermal and machine Article 3.5.5.
所有的电箱没有内盖, 冲压区域有2个电开关盒没有外盖。这违反了《电业安全工作规程第1部分: 热力和机械》第3.5.5条。
- 7.16 - No evacuation plan was posted in all workshops and warehouse.
所有的车间和仓库均没有张贴逃生图。
- 7.22 - All the toilets at production area were found without private door or shield.
生产区域所有的厕所均没有安装隐私门或挡板。

Remarks from Auditee:

Nil

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 174903] Audit Date: 11/03/2020 PA Score: A	Deadline date:11/06/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had set up the social policy and procedures on no child labor, age verification mechanism, recruitment procedures and remedial procedures in case children were found. And the factory maintained the personnel files with copies of age documents for all workers. Through documents review, factory walk-through and worker interviews, no children were found working in the factory currently. However, gaps had been identified in implementation, please refer to question 8.2 for details.</p> <p>整体观察显示, 工厂部分满足该区域的要求。工厂建立了有关禁止使用童工的社会责任政策和程序、年龄核对机制、招聘程序以及童工补救政策等。同时工厂也保留了所有员工的人事档案包含了员工的年龄文件的复印件等。通过文件审核、现场走访以及员工访谈, 没有发现工厂有使用童工。然而, 在实际执行过程中仍然存在问题, 详情请参见条款8.2。</p> <p>8.2 - Some basic information such as contact profile photo, emergency contact, work history, education experience and family members' information were not included on the personnel file. 新员工的一些基本信息例如照片, 紧急联系方式, 工作经历, 教育经历和家庭成员信息没有包含在员工的人事档案里。</p>	
Remarks from Auditee: Nil	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 174903] Audit Date: 11/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>None observed The overall observation showed that the factory currently fulfilled the requirement of this performance area. The factory had set up the social policy and procedures on young workers' protection and also conducted risk assessment for young workers. Although there was no young worker working in the factory currently, the factory had a clear understanding that young workers were more vulnerable than most workers and stipulated a series of protection rules for young workers, such as, young workers should be adequately protected against any harmful working condition, should not be engaged in night shifts, should have access to effective grievance mechanism, and should be properly trained on OHS, etc.</p> <p>无不符合项发现 整体观察显示, 工厂目前满足该区域的要求。工厂建立了有关未成年工保护的社会责任政策和程序, 并针对未成年工人做了风险评估。尽管工厂目前没有使用未成年工, 但对于未成年工的保护仍有充分的认知, 且制定了一系列的未成年工保护规定, 比如: 不得安排未成年工从事有毒有害的工作, 不得安排未成年工上晚班, 需要给未成年工提供有效的申诉渠道, 需要给未成年工提供有关职业健康安全的培训, 等等。</p>	
Remarks from Auditee: NA	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 174903] Audit Date: 11/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>None observed The overall observation showed that the factory currently fulfilled the requirement of this performance area. The factory had set up hiring procedures and provided orientation training to workers about their legal rights and responsibilities regarding such as wages and benefits, working hours, occupational health and safety, disciplinary measures, and etc. As per documents review, on-site observation and worker interviews, it was noted that there were no temporary workers, home workers or students at school ages hired by the factory and the factory also did not use dispatched workers. At the same time, the factory signed labor contracts with all workers and also provided copies of the labor contracts to all workers.</p> <p>无不符合项发现 整体观察显示, 工厂目前满足该区域的要求。工厂建立了招聘程序并给新进员工提供了关于合法权利与义务的入职培训, 比如有关工资福利、工作时间、职业健康安全、惩戒措施等。通过文件审核, 现场审核以及员工访谈, 发现工厂没有使用临时员工、家庭工人以及学生工, 所有员工都是工厂直接招聘, 没有使用劳务派遣工。同时, 工厂和所有员工都签订了劳动合同并给员工提供了一份劳动合同副本。</p>	
Remarks from Auditee: NA	

Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 174903] Audit Date: 11/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>None observed The overall observation showed that the factory currently fulfilled the requirement of this performance area. The factory had set up the social policy and procedures on no bonded labor and special training was provided to management particularly supervisors and those in human resources department. As per factory regulations and worker interviews, it was confirmed that workers chose the factory freely without monetary deposit or original personal documents withheld. The factory only kept copies of workers' identification card for documentation purpose in personnel files. There was no restriction on workers' movement, and workers could access to drinking water or toilet facilities as they desired and left the factory freely when they were off duty. All overtime hours were arranged on workers' voluntary basis, and workers could resign from the factory with a one-month prior notice to the factory management. Through on-site observation and worker interviews, no corporal punishment, mental or physical coercion or verbal abuse was found. The factory implemented escalating disciplinary procedures, like verbal warning, written warning and terminations, etc. to discipline workers and explained the details to workers in factory rules. No monetary fines were detected in the disciplinary procedures.</p> <p>无不符合项发现 整体观察显示, 工厂目前满足该区域的要求。工厂建立了关于禁止强迫劳动的社会责任政策和程序, 且为管理人员尤其是主管和人力资源部门的人员提供了专门的培训。通过查看工厂的规章制度以及员工访谈发现, 员工都是自主选择在工厂工作, 没有交付押金或者个人证件的原件。工厂仅在人事档案中保留了员工身份证的复印件。员工在工厂内的行动自由, 喝水或使用洗手间或在下班后自由活动都不受限制。加班也是基于员工自愿。如果需要辞职, 只需提前一个月通知管理层即可。通过现场观察和员工访谈, 没有发现体罚、精神或身体胁迫或口头虐待等存在。工厂采用程度逐级提升的惩罚制度, 如口头警告、书面警告、终止合同等来惩罚员工的不恰当行为, 且将这些要求列明在员工手册中。惩处制度中没有发现罚款条款。</p>	
Remarks from Auditee: NA	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 174903] Audit Date: 11/03/2020 PA Score: A	Deadline date:11/06/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>Based on satisfactory evidence, it was noted that the factory partially fulfilled the principle of Protection of the Environment. The factory had compiled the Environmental Impact Report Form and obtained the approval and environmental protection acceptance check report for the project. Moreover, during site tour, it was noted that no hazardous solid waste was generated during the whole production process. However, gaps had been identified in implementation, please refer to question 12.3 for details.</p> <p>基于满意的证据, 认为工厂部分满足保护环境的执行领域。工厂填制了环境影响评价报告表并取得了批复和环保项目的竣工验收报告。它收集了与保护环境有关的法律法规。而且, 现场审核时发现整个工艺流程均没有产生固体废弃物。然而, 在实际执行过程中仍然存在问题, 详情请参见条款 12.3。</p> <p>12.3 - The factory did not monitor the discharging exhaust gas from coating and injection molding area in past 12 months. This violated Measures for the Administration of Environmental Surveillance Article 21.</p> <p>工厂在过去的12个月没有对喷粉和注塑区域排放的废气进行监测。该项违反了《环境监测管理办法》第21条的要求。</p>	
Remarks from Auditee: Nil	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 174903] Audit Date: 11/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>None observed The overall observation showed that the factory currently fulfilled the requirement of this performance area. The factory 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 factory also established a set of procedures to avoid, investigate and discipline any fraud, falsification and misrepresentation in the supply chain. Further, the factory collected and processed workers' personal data with respect for privacy.</p> <p>无不符合项发现 整体观察显示, 工厂目前满足该区域的要求。工厂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, 工厂及时提供了所要求的所有文件和信息且在交叉核对时没有发现不一致或者伪造的信息。同时, 工厂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。此外, 在收集和处理员工的个人信息时, 工厂确保了对个人隐私的保护。</p>	
Remarks from Auditee: NA	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	11/03/2020	174903	D	B	A	A	B	D	B	A	A	A	A	A	A	C

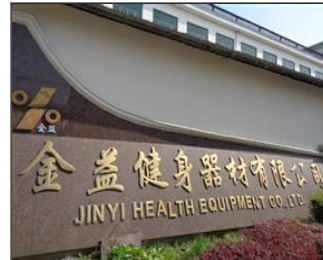
Producer Photos



External photo(s) of the production unit(s)
Building for coating.JPG



External photo(s) of the production unit(s)
Building for warehouse and a trash can production factory.JPG



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



External photo(s) of the production unit(s)
Gate for boundary.JPG



External photo(s) of the production unit(s)
House number.JPG



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



External photo(s) of the production unit(s)
Security guard room.JPG



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



Photo first aid facilities
Eye washing station.JPG



Photo first aid facilities
First aid kit.JPG



Photo first aid facilities
Portable eye washing facility.JPG



Photo of fire safety equipment
Certificate of approval for fire extinguisher.JPG



Photo of fire safety equipment
Emergency light worked normally.JPG



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



Photo of fire safety equipment
Fire alarm bell.JPG



Photo of fire safety equipment
Fire alarm trigger.JPG



Photo of fire safety equipment
Fire extinguisher with proper pressure.JPG



Photo of fire safety equipment
Fire extinguisher.JPG



Photo of fire safety equipment
Fire hydrant.JPG



Photo of fire safety equipment
Fire water with adequate pressure.JPG



Photo of fire safety equipment
Inside view of fire hydrant.JPG



Photo of fire safety equipment
Internal month inspection record for fire extinguisher.JPG



Photo of fire safety equipment
Internal monthly inspection record for fire hydrant.JPG



Photo of fire safety equipment
Marked evacuation route.JPG



Photo of fire safety equipment
Outside view for electricity distribution box.JPG



Photo of fire safety equipment
Staircase with evacuation indication sign.JPG



Photo of non-conformity
NC-Disposable instead of active carbon mask provided to injection molding worker.JPG



Photo of non-conformity
NC-No earplugs provided to punching worker.JPG



Photo of non-conformity
NC-No electric shock warning sign on electrical switch box.JPG



Photo of non-conformity
NC-No inner cover for electricity distribution box.JPG



Photo of non-conformity
NC-No machinery injury warning sign on punching machine.JPG



Photo of non-conformity
NC-No outer cover for electrical switch box.JPG



Photo of non-conformity
NC-No private door or shield for toilet.JPG



Photo of non-conformity
NC-No work cloth provided to coating worker.JPG



Photo of non-conformity
NC-Some raw material was stored against the wall.JPG



Photo of non-conformity
NC-Suggestion box was installed at security guard room could not protect privacy.JPG



Photo of the code of conduct on display
Posted BSCI COC.JPG



Photo of the inside of the main production hall
Assembly and packing.JPG



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



Photo of the inside of the main production hall
Color mixing for raw plastic material.JPG



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



Photo of the inside of the main production hall
Drying after coating.JPG



Photo of the inside of the main production hall
Injection molding.JPG



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



Photo of the inside of the main production hall
Air compressor and simple pressure vessel.JPG



Photo of the inside of the main production hall
Building rented to a vacuum cup factory.JPG



Photo of the inside of the main production hall
Finger-print attendance machine.JPG



Photo of the inside of the main production hall
No production on 3rd floor of production building.JPG



Photo of the inside of the main production hall
Sample exhibition room.JPG



Photo of the inside of the main production hall
Storage area for finished goods.JPG



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



Photo of the personal protection equipments (if applicable)
Punching machine with pulley guard.JPG



Photo of the sanitary facilities
Drinking water.JPG



Photo of the sanitary facilities
Hand washing station.JPG