
Auditee :	Shaoxing Baosheng Furniture Co., Ltd.
Audit Date From :	14/10/2019
Audit Date To :	14/10/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Rocky Gao(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



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																																							
<p style="text-align: center;">A</p> <p style="text-align: center;">Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p style="text-align: center;">B</p> <p style="text-align: center;">Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p style="text-align: center;">C</p> <p style="text-align: center;">Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p style="text-align: center;">D</p> <p style="text-align: center;">Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p style="text-align: center;">E</p> <p style="text-align: center;">Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p style="text-align: center;">Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information



Name of producer :	Shaoxing Baosheng Furniture Co., Ltd.		
DBID number :	372032		
Audit ID :	164642		
Address :	No. 389, Yuewang Road, Paojiang Industry Area, Shaoxing		
Province :	Zhejiang	Country :	China
Management Representative :	Jianhong ZHANG		
Contact person:	Huaxiang YU	Sector :	Non-Food
Industry Type :	Construction	Product group :	Furnitures
Product Type :	Plastic Folding Table		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 14/10/2020	

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

Executive summary of audit report

Shaoxing Baosheng Furniture Co., Ltd. (绍兴宝盛家具有限公司) was located at No. 389, Yuewang Road, Paojiang Industry Area, Shaoxing City, Zhejiang Province, China (中国浙江省绍兴市袍江工业区越王路389号). There were total 3 blocks of buildings within the individual boundary which were owned by the auditee. The No. 1 building was a block of 3-storey building which was used as production workshops by a stationery manufacturer, the stationery manufacturer rented the No. 1 building from the auditee since 01 May 2018. The No. 2 building was a block of 1-storey building, which was separated into two parts by wall, one part was used as metalworking workshop, raw material warehouse, finished products warehouse and assembly workshop by the auditee, and the other part was used as workshops by the stationery manufacturer. The No. 3 building was a block of 5-storey building, the 1st floor was used as office and metalworking workshop by the auditee, the 2nd, 3rd, 4th and 5th floors were idle. There were five temporary large tents in the production area for stockpiling semi-finished products. The total area occupied by the auditee was about 6600m2. The auditee and the stationery manufacturer were owned by different bosses, no same production processes, and no workshops and workers shared each other.

The management confirmed that peak season not obvious. The management was positive and cooperative. The management signed CAP without any objection. The auditee did not provide canteen, dormitory and transportation. The entrance guard were hired by the stationery manufacturer.

The main product manufactured by the auditee was plastic folding table; the main production processes included blowing molding, metalworking (cutting, welding, punching, drilling, etc.), assembly and packing. The auditee sub-contracted spraying process.

Remark: 1) The English addresses on its foreign trade registration form and bill of loading were "Workshop No. 1, No. 2, No. 3, East of Yuewang Road, Paojiang Industry Area, Shaoxing City" and "Yuewang Road, Paojiang Industry Area, Shaoxing City, Shaoxing, Zhejiang, China". As confirmed by the management on site, the auditee decided to use "No. 389, Yuewang Road, Paojiang Industry Area, Shaoxing City, Zhejiang Province, China (中国浙江省绍兴市袍江工业区越王路389号)" as its formal English address in BSCI platform, which was conformed to previous audit report. The three different addresses were actually for the same site, only with different descriptions in English.
 2) According to online search of National enterprise credit information system, the factory had updated its business license to the current address from Zongheng Branch Road, Aojiang Industry Area, Shaoxing City, Zhejiang Province since Dec., 2016. According to management interview and workers interview, they had moved to the current address earlier on April 2016, and there was no more operation in the old address now.
 3) There were no NC detected in PA3, PA4, PA8, PA9, PA11, PA12 and PA13. The auditee respected rights of freedom of association and collective bargaining; the auditee prohibited any forms of discrimination; no child labor, young worker and bonded labor in the auditee; the auditee protected environment well; the auditee had good business ethics.
 4) No contractor and agency labor was used in the factory, which makes the contractor license or permit, agency labor contract not applicable. No government waivers and collective bargaining agreements obtained by the factory, which makes the government waivers and collective bargaining agreements not applicable for the auditee.
 5) The lead auditor's APSCA registration number is 21701948.
 6) The factory was not required to obtain environmental permits or license, since there was no discharge of pollutants in the process of production.

Ratings Summary



Auditee's background information			
Auditee's name :	Shaoxing Baosheng Furniture Co., Ltd.	Legal status :	Limited Company
Local Name :	绍兴宝盛家具有限公司 (913306000583315152)	Year in which the auditee was founded :	2012
Address :	No. 389, Yuewang Road, Paojiang Industry Area,	Contact person (please select) :	Huaxiang YU
Province :	Zhejiang	Contact's Email :	410177205@qq.com
City :	Shaoxing	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	www.cnboshing.com
GPS coordinates :	N 30°5'51" E 120°38'0"	Total turnover (in Euros) :	2500000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Construction	Of which domestic market % :	10.00
If other, please specify :		Production volume :	350000pcs per year
Product Group :	Furnitures	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Plastic Folding Table		

Auditee's employment structure at the time of the audit			
Total number of workers :	28	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	20	8	
Temporary workers	0	0	
In management positions	2	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	17	3	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	20	8	
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 - 164642] Audit Date: 14/10/2019 PA Score: D

Deadline date:14/04/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The auditee had integrated the amfori BSCI Code of Conduct into the daily production and operation activities. To this end, the auditee had formulated relevant guidance procedure documents to convey the requirements of the amfori BSCI Code of Conduct to important business partners, included suppliers and subcontractors, and suppliers including raw materials, accessories and packaging materials suppliers, and subcontractors mainly referred to the manufacturer who provided spraying service to the auditee, except that the auditee had not used other subcontractors.

被审核方已经把amfori BSCI行为守则融入到日常的生产经营活动中，为此，被审核方制定了相关的指导性程序文件，把amfori BSCI行为守则的要求传达到重要的商业伙伴，被审核方的重要商业伙伴包括供应商和分包商，供应商包括原材料、辅料以及包材的供应商，分包商主要是指是给被审核方提供喷漆服务的生产商，除此以外，被审核方没有使用到其它方面的分包商。

- 1.1 - There was a gap between the implementation of amfori BSCI Code of Conduct and the requirements of amfori BSCI Code of Conduct and local laws and regulations. Because: Non-conformity were detected in PA1, PA2, PA5, PA6 and PA7 during the audit, issues included incomplete purchase of social insurance, excessive overtime and occupational health and safety issues, such as the failure to provide occupational health check-up, the failure to carry out occupational hazard factor testing, the failure to provide secondary containers and material safety data sheets for chemicals, and so on.

工厂在执行amfori BSCI行为守则的过程中和amfori BSCI行为守则以及当地法律法规的要求存在着差距，因为：本次审核中绩效区域1、2、5、6、7中发现不符合项，存在的问题包括社保购买不全，月加班超时和职业健康与安全的问题，如没有提供职业病健康体检、没有开展职业危害因素检测，没有给化学品提供二次容器和物料安全数据表等等。

- 1.4 - The factory had set up written workforce planning procedure; however the factory did not conduct capacity assessment based on established procedures, the reason lied in the large quantity of orders and the urgent delivery date. In the short term, the contradiction between production capacity and delivery date could only be solved by excessive overtime.

工厂建立了书面的产能规划程序，但是并没有按照建立的程序去开展产能评估，原因在于订单量大，交货期急，短期内只能通过超时加班来解决产能和交期的矛盾。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 164642] Audit Date: 14/10/2019 PA Score: B

Deadline date:14/04/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The auditee conducted the free election of worker representative on January 18, 2019. One of the employees was elected as worker representative, who was responsible for communicating with the management in terms of working hours, work arrangement, labor income, occupational health and safety, environmental protection, etc. amfori BSCI Code of Conduct was posted in the audited and suggestion box was installed on site.

被审核方在2019年1月18日开展了员工代表的自由选举，其中一名员工当选为员工代表，负责和管理层在工作时间，工作安排，劳动收入，职业健康与安全以及环境保护等方面进行沟通。被审核内张贴了amfori BSCI行为守则，现场安装有意见箱。

- 2.2 - In the interview, the management of the auditee confirmed that the auditee had not set long-term goals to protect employees in accordance with the requirements of the amfori BSCI Code of Conduct, because excessive overtime and social insurance purchases might make it difficult for the auditee to meet the requirements of laws and regulations and amfori BSCI Code of Conduct.

被审核方的管理层在访谈中确认被审核方尚未按照amfori BSCI行为守则的要求去制定保护员工的长期目标，因为超时加班和社会保险的购买，被审核方可能难以符合法律法规和amfori BSCI行为守则的要求。

Remarks from Auditee:

None

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

Full Audit [Audit Id - 164642] Audit Date: 14/10/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

None observed 未发现问题点

Remarks from Auditee:

None

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 164642] Audit Date: 14/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: None observed 未发现问题点	
Remarks from Auditee: None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 164642] Audit Date: 14/10/2019 PA Score: A	Deadline date:14/04/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>The minimum monthly salary set by the factory was RMB2100 per month. The salary of the employees was calculated on the basis of the hourly salary after 2100/21.75/8. Therefore, the minimum hourly salary converted was RMB12.07 per hour. The total income of the employees was calculated by multiplying the hourly salary of the employees from the normal working hours (except holidays and statutory holidays). Monthly basic salary, plus monthly overtime compensation, considering the factor of statutory leave, employees would have statutory leave salary partial months. For example, employees would have corresponding eight hours statutory leave (Dragon Boat Festival) salary in June 2019. Employees did not need to pay social insurance costs, and the total income was less than RMB5000 per month, so there was no need to deduct personal income tax. The management explained that the minimum hourly wage of RMB12.07 per hour was not lower than that paid by other factories in the same range, but also higher than that of RMB10.34 yuan per hour converted from the local minimum wage standard in Shaoxing. The factory paid employees' salaries in cash on the 15th of next month.</p> <p>工厂制定的最低月薪是人民币2100元/月，员工的工资是基于2100/21.75/8后的时薪来计算，因此换算出来的最低时薪是人民币12.07元/小时，员工的总收入就是由正常上班时间（节假日、法定假以外）乘以该员工的时薪工资后算出每个月的基本工资，再加上每个月的加班费，考虑到法定假的因素，部分月里员工会有法定假工资，比如：在2019年6月份，员工会有对应8个小时的法定假（端午节）的工资。员工不用承担社保费用，且总收入低于人民币5000元/月，因此也不需要扣除个人所得税。管理层解释最低时薪人民币12.07元/小时不低于同范围的其它工厂支付的时薪，也高于绍兴当地最低工资标准换算出的人民币10.34元/小时的时薪。工厂会在下个月的15日现金发放员工的薪水。</p> <p>5.5 - On the day of the audit, there were 28 employees in the auditee. None of the 28 employees were retired or rehired, nor had they been employed for less than a month. Therefore, all the 28 employees could buy social insurance in Shaoxing Human Resources and Social Security Bureau. However, it was observed that 11 employees did not buy endowment, medical, work-related injuries, childbirth and unemployment insurance in Shaoxing Human Resources and Social Security Bureau. In the interview, it was found that the reason why the employees voluntarily abandoned the purchase of social insurance was that they purchased agricultural insurance in their hometown, rather than that the auditee purposely avoided the purchase of social insurance for employees. In addition, the auditee had purchased 20 people's group accident injury insurance in China Ping An Insurance, which was valid from July 30, 2019 to July 29, 2020, covering 11 employees without work-related injury insurance. (Reference law: Social Insurance Law of P.R.C, Article 10, Article 23, Article 33, Article 44, Article 53)</p> <p>审核当天，被审核方内共有28名员工，这28名员工中没有退休返聘的，也没有入职未满一个月的员工，因此，这28名员工都可以在绍兴市人力资源和社会保障局购买社会保险，但是审核中发现仍有11名员工没有在绍兴市人力资源和社会保障局购买养老、医疗、工伤、生育和失业保险。访谈中发现员工们自愿放弃购买社保的原因是在老家购买了农业保险，而非被审核方故意逃避而不给员工购买社保。另被审核方在中国平安保险购买了20个人的团体意外伤害保险，有效期从2019年7月30日到2020年7月29日，覆盖了11名没有工伤保险的员工。（参考法律法规：《中华人民共和国社会保险法》第10、23、33、44及53条）</p>	
Remarks from Auditee: None	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 164642] Audit Date: 14/10/2019 PA Score: D	Deadline date:14/04/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>The management explained that there was a large demand for workers in Shaoxing, but the mobility of workers was also very large. It was difficult for labor-intensive industries to recruit enough manpower to meet the needs of production. Therefore, overtime was inevitable. However, employees would not be forced to work overtime with their consent. In the last 13 months, the factory basically arranged employees to work overtime for 2 hours every night from Monday to Friday and 8 hours on Saturdays. But on Sundays, employees would be guaranteed a day off. The maximum overtime time in a week was 18 hours, and the maximum overtime in a month was 84 hours. Monthly overtime was far more than the 36 hours/month stipulated in the China Labor Law, but the factory paid the overtime compensation in full. The factory had only one working time: 08:00-11:30, 12:30-17:00, overtime at night started at 18:00 and ended at 20:00. Workers recorded commuting times by brushing their fingerprints.</p> <p>管理层解释绍兴的工厂人员需求量大，但是人员的流动性也很大，劳动密集型行业难以招聘到足够的人力以满足生产的需要，因此超时加班在所难免，但是会征得员工们的同意，不会强行要求员工加班，在最近的13个月，工厂基本上周一到周五每天晚上都会安排员工加班2个小时，周六安排员工加班8个小时，但是周日会保证员工休息一天，算起来员工一周最大的加班时间有18个小时，一个月的最大加班时间有84个小时，其中月加班远远超过中国劳动法规定的36个小时/月，但是工厂足额支付了加班补偿。工厂只有一个作息时间：08:00-11:30, 12:30-17:00, 晚上加班从18:00开始，20:00结束。工人们通过刷指纹来记录上下班的时间。</p> <p>6.2 - During the audit, it was found that the overtime time of the employees in the auditee in the past 13 months did not meet the requirements of the amfori BSCI code of conduct and local laws and regulations, because the six sampled employees worked overtime for more than 36 hours in 12 out of past 13 months, and the maximum monthly overtime was 84 hours. But auditee did not control excessive overtime, and employees were willing to earn more income by overtime. Three months of overtime were listed randomly as follows: 1) In August 2019, the monthly overtime time of six sampled employees was 84 hours; 2) In March 2019, the monthly overtime time of six sampled employees was 82 hours; 3) In December 2018, the monthly overtime of six sampled employees was 82 hours. Note: The maximum monthly overtime in September 2019 was 72 hours, and the maximum overtime from October 1 to October 13, 2019 was 28 hours. (Reference law: Labor Law of the P.R.C, Article 41)</p> <p>审核中发现被审核方的员工在过往13个月的加班时间上并不符合amfori BSCI行为守则和当地法律法规的要求，因为抽样的6名员工在过往的13个月里有12个月的月加班时间超过了36个小时，最大的月加班时间是84个小时。但是被审核方对超时加班并不进行控制，员工们也乐于通过超时加班而获得更多的收入。随机列举了其中的3个月的月加班时间如下：1) 2019年8月，6名抽样员工的月加班时间是84个小时；2) 2019年3月，6名抽样员工的月加班时间是82个小时；3) 2018年12月，6名抽样员工的月加班时间是82个小时。备注：2019年9月的最大月加班时间是72个小时，2019年10月1日到10月13日的最大加班时间是28个小时。（参考法律法规：《中华人民共和国劳动法》第41条）</p>	
Remarks from Auditee: None	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 164642] Audit Date: 14/10/2019 PA Score: A	Deadline date:14/12/2019
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>The person in charge of occupational health and safety of the auditee had obtained the qualifications of safety administrator. He also had the qualifications of operator of special equipment. The person in charge of occupational health and safety led workers to carry out risk assessment, identified major potential safety hazards in production, conducted fire drills, taught employees how to escape and how to use fire fighting equipment. At the same time, the person was responsible for the inspection and maintenance of fire fighting equipment, the distribution of PPEs, and the regularly organized employees to participate in occupational health and safety training. The most important safety risk in the auditee came from all kinds of production machines, such as blow moulding machine, cutting machine and punching machine, etc. For this reason, the occupational health and safety person in charge had formulated the operating rules of machines, and the machine operating rules were posted beside the production machines. Employees needed to learn relevant operating procedures and be skilled in operating skills. The management urged employees to wear PPEs during operation. In the past year, the auditee had not had any work-related accidents, nor had it recorded any work-related accidents. Basic first aid medicines and drinking water were provided at the scene. The auditee did not provide dormitory, canteen and transportation.</p> <p>被审核方的职业健康与安全的负责人取得了安全管理员资格，他同时也具备了特种设备操作员资格，该职业健康与安全负责人带领员工开展了风险评估，识别出生产中的重大安全隐患，开展消防演习，教会员工如何逃生、如何使用消防器材，同时该负责人负责消防器材的检查和维修，发放劳保用品，定期组织员工参加职业健康与安全的培训。被审核方内存在的最重要的安全风险来源于各种生产机器，如吹塑机，裁断机、冲压机等，为此，职业健康与安全负责人制定了机器操作规程，生产机器旁都张贴有机器操作规程，员工们需要学习相关的操作规程并能熟练掌握操作技巧，管理层会督促员工在操作时佩戴劳保用品。被审核方在过往一年没有发生工伤事故，也没有工伤事故的记录，现场配备了基本的急救药品和饮用水。被审核方不提供宿舍、食堂和交通。</p> <p>7.1 - 1) Noise and dust occurred during the production processes of blow moulding and metalworking, but the auditee had not carried out occupational hazard factor detection in the relevant workplaces. (Laws and Regulations: Provisions on the Supervision and Administration of Workplace Occupational Health, Article 20) 2) The auditee did not provide pre-post and on-the-job occupational health examination for workers exposed to noise and dust, and the auditee did not arrange the resigned blow moulding and metalworking staff to do the ex-post occupational health examination. (Laws and Regulations: Occupation Disease Prevention Law of P.R.C, Article 35) 1) 吹塑、金工的生产过程中会有噪音和粉尘产生，但是被审核方并没有在相关工作场所开展职业危害因素检测。（参考法律法规：《工作场所职业卫生监督管理规定》第20条）2) 被审核方没有给接触到噪音和粉尘的吹塑、金工员工提供岗前、在岗的职业病健康体检，同时被审核方也没有安排已经离职的吹塑和金工员工去做离岗的职业病健康体检。（参考法律法规：《中华人民共和国职业病防治法》第35条）</p> <p>7.7 - It was found that in the metalworking workshop of No. 2 production building, there was no leakage prevention facilities and no material safety data sheet for the lubricants, whether in barrels or in plastic kettles, and some of the lubricating oil had leaked to the ground. (Laws and Regulations: Regulation for Safety of Hazardous Chemical, Article 20; the Regulation for Chemical Usage Safety in Work Place, Article 27) 现场发现2号生产厂房内的金工车间里，无论是桶装的润滑油，还是分装在塑料壶内的润滑油，现场均没有防渗漏设施，也没有润滑油的物料安全数据表，且已经有部分润滑油泄漏到地面。（参考法律法规：《危险化学品安全管理条例》第20条）（《工作场所安全使用化学品规定》第27条）</p> <p>7.8 - No emergency procedure was posted within the auditee. 被审核方内没有张贴了紧急事故应急程序。</p> <p>7.13 - It was found that about 50% of the electric boxes in the workshops had no external covers. (Reference law: Guideline of Handling Electricity Safety, Article 4.4) 现场发现生产车间内大约50%左右电箱没有外盖。（参考法律：《用电安全导则》第4.4条）</p> <p>7.17 - There were three internal combustion forklift trucks in the auditee, but the auditee failed to provide the inspection reports of the three forklift trucks. The management explained that the inspection of the three internal combustion forklift trucks had been completed, but the reports issued by the special equipment monitoring institute had not yet been received. (Laws and Regulations: Regulations on Safety Supervision over Special Equipment, Article 28) 被审核方内有3台内燃叉车，但是被审核方未能提供该3台叉车的检测报告，管理层解释3台内燃叉车的检测已经完成，但是尚未收到特种设备监测院签发的报告。（参考法律法规：《特种设备安全监察条例》第28条）</p>	
Remarks from Auditee: None	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 164642] Audit Date: 14/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: None observed 未发现问题点	
Remarks from Auditee: None	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 164642] Audit Date: 14/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: None observed 未发现问题点	
Remarks from Auditee: None	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 164642] Audit Date: 14/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: None observed 未发现问题点	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 164642] Audit Date: 14/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: None observed 未发现问题点	
Remarks from Auditee: None	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 164642] Audit Date: 14/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>The auditee formulated the environmental policy, the auditee identified the environmental factors according to the requirements of amfori BSCI Code of Conduct, and carried out energy saving work such as power saving and water saving. The auditee started production in the current production site in 2016. Before that, the auditee had completed the environmental impact assessment, obtained the approval of the environmental impact assessment and completed the acceptance and acceptance of the environmental protection facilities. After relocating to the current location in 2016, the auditee completed the environmental impact assessment of the technical transformation project of 300,000 sets of plastic products annually, and completed the environmental protection acceptance of the technical transformation project of 300,000 sets of plastic products annually in June 2019. It was found that the domestic sewage of the auditee was discharged into the municipal sewage pipe network after treatment by septic tank. The exhaust gas in blow moulding process was collected by gas collector and treated by water spraying and low temperature plasma equipment. After the treatment reached the standard, it was discharged at high altitude by 15 meters high exhaust canister. The noise of the factory boundary met the requirements of regulations. Solid waste and domestic waste were recovered by material recovery department and environmental protection department.</p> <p>被审核方制定了环境政策, 被审核方按照amfori BSCI行为守则的要求开展了环境因素的识别, 开展了节电、节水等能源节约的工作等, 被审核方在现在的生产场所开始生产是从2016年开始的, 在此之前, 被审核方已经完成了环境影响评估、取得了环评批复并完成了环境保护设施的竣工验收, 2016年搬迁到当前位置后, 被审核方完成了年产30万套塑料制品技术改造项目的环境影响评估, 并在2019年6月份完成了年产30万套塑料制品技术改造项目竣工环境保护验收。现场发现被审核方的生活污水经化粪池处理后排入市政污水管网, 吹塑过程中的废气由集气罩收集后经过水喷淋+低温等离子设备进行处理, 处理达标后经15米高排气筒高空排放, 厂界噪声符合法规要求, 固废和生活垃圾由物资回收部门和环卫部门进行回收。</p>	
Remarks from Auditee: None	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 164642] Audit Date: 14/10/2019 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> None observed	
<u>AREAS OF IMPROVEMENT:</u> None observed 未发现问题点	
<u>Remarks from Auditee:</u> None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	14/10/2019	164642	D	B	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos



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



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



Photo of the sanitary facilities
Drinking water.JPG



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



Photo of the inside of the main production hall
Welding area.JPG



Photo of the sanitary facilities
Toilet.JPG



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



Photo of fire safety equipment
Emergency light Exit sign.JPG



Photo of non-conformity
5.5 Social insurance application form.JPG



Photo of the inside of the main production hall
Assembly area.JPG



Photo of fire safety equipment
Evacuation plan.JPG



Photo of non-conformity
5.5 Social insurance receipt.JPG



Photo of the inside of the main production hall
Blowing molding area.JPG



Photo of fire safety equipment
Fire alarm.JPG

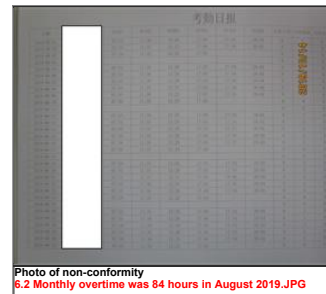


Photo of non-conformity
5.2 Monthly overtime was 84 hours in August 2019.JPG



Photo of the inside of the main production hall
Cutting area.JPG



Photo of fire safety equipment
Fire hydrant Fire extinguishers.JPG



Photo of non-conformity
7.13 Electric boxes had no external covers.JPG



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



Photo of fire safety equipment
Fire water pressure test.JPG



Photo of non-conformity
7.17 No test report for forklift.JPG



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



Photo first aid facilities
First aid kit.JPG



Photo of non-conformity
7.7 No 2nd container and MSDS.JPG



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



Photo of the code of conduct on display
amfori BSCI coc.JPG