
Auditee :	Hede automation machinery (Foshan) Co., Ltd
Audit Date From :	11/11/2020
Audit Date To :	11/11/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Mabel Liang(Lead)
Auditing Branch (if applicable) :	SGS CHINA



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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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 ANo Performance Areas rated C, D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
B Good	<ul style="list-style-type: none">Maximum 3 Performance Areas rated CNo Performance Areas rated D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
C Acceptable	<ul style="list-style-type: none">Maximum 2 Performance Areas rated DNo Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
D Insufficient	<ul style="list-style-type: none">Maximum 6 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	D	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">Minimum 7 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
Zero Tolerance	A Zero Tolerance Issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

Main Auditee Information



Name of producer :	Hede automation machinery (Foshan) Co., Ltd		
DBID number :	406075		
Audit ID :	197691		
Address :	No.7 DongGuanHeng Road, XiZi Industrial Zone, Hecun, Lishui Town, Nanhai District, Foshan		
Province :	Guangdong	Country :	China
Management Representative :	Dongmei Xu		
Contact person:	Dongmei Xu	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Transport and automotive
Product Type :	Tag string		

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 : 11/11/2021

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	A	A	A	B	D	A	A	A	A	A	B	A

Executive summary of audit report

Hede automation machinery (Foshan) Co., Ltd was founded on 16 Aug.2019 and located at No.7 DongGuanHeng Road, XiZi Industrial Zone, Hecun, Lishui Town, Nanhai District, Foshan. The factory was mainly manufactured Tag string. The main manufacturing processes were Moulding, Mixing, Mashing, Injection and Packing.

The factory management was well co-operative during the audit and demonstrated a willingness to improve all issues found in the audit. Completely site tour was allowed. Confidential workers interview with workers were chosen freely without any influence by the factory management. The workers were assured of confidentiality and they spoke freely of their views of the factory. All workers said they were satisfied with their employment at the factory. They felt free to leave this employer and understood the notice period required. They had good relationships with their supervisors and managers who treated them with respect. Ms. Xu Dongmei/Manager and Ms. Zeng Qiaoyu/workers representative signed the onsite CAP during close meeting.

The audit was conducted by Mabel Liang (APSCA Membership No.: RA21702068), begun at 09:15AM finished at 16:50PM on 11 Nov. 2020.

Remark: Based on attendance records from 1 Oct.2019 to the audit date, workers usually had 0-2 OT hours on weekdays, 8-10 OT hours on Saturdays, workers' maximum monthly overtime hours were 92 hours in Aug.2020, including 42 regular OT and 50 weekend OT hours. And workers' maximum weekly working time were 60 hours.

Ratings Summary



Auditee's background information			
Auditee's name :	Hede automation machinery (Foshan) Co., Ltd	Legal status :	Ltd company
Local Name :	和德自动化机械（佛山）有限公司 (91440605MA53M36T2B)	Year in which the auditee was founded :	2019
Address :	No.7 DongGuanHeng Road, XiZi Industrial Zone, Hecun, Lishui Town, Nanhai District,	Contact person (please select) :	Dongmei Xu
Province :	Guangdong	Contact's Email :	ok3986@163.com
City :	Foshan	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Cantonese
Country :	China	Website of auditee (if applicable) :	NONE
GPS coordinates :	N23°10'36", E113°9'31"	Total turnover (in Euros) :	1505916.70
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	10.00
If other, please specify :		Production volume :	295861800 pcs per year
Product Group :	Transport and automotive	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Tag string		

Auditee's employment structure at the time of the audit		
Total number of workers :	30	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	16	14
Temporary workers	0	0
In management positions	5	3
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	0	1
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	16	14
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 - 197691] Audit Date: 11/11/2020 PA Score: D

Deadline date:11/11/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 1. The factory set up amfori BSCI policy and procedure. For example, the procedures on hiring, working hours, wages and benefits, subcontracting, dealing with grievances, training workers, promoting ethical behaviour, etc were established by the factory. The factory established completed amfori BSCI management system including plan-do-check-action cycle, and conducted internal audit and management review on BSCI management system. The factory appointed Senior Management representative (Ms. Xu Dongmei/Manager) to be the amfori BSCI management representative to amfori take whole charge of amfori BSCI affairs in the factory, based on interview with him and document review, he had sufficient power and competence to implement amfori BSCI management system. The factory established policy on subcontractors/suppliers management and monitored the social compliance performance of suppliers and no subcontractor was used currently. Moreover, the factory provided production scheduling for review, but did not make proper production plan to ensure the overtime hours of workers be in line with local law. Thus, gaps had been identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了amfori BSCI社会责任政策和程序，例如程序中包括招聘，工作时间，工资福利，分包，申诉系统，员工培训，反腐败等内容。工厂已建立完整的amfori BSCI管理系统，其中也包括计划-执行-检查-改善循环，并进行了相应的内审和管理评审来监督amfori BSCI管理体系的运行。工厂指定了高级管理者代表(许冬梅女士/经理)作为amfori BSCI管理者代表来统筹整个工厂的amfori BSCI事务，根据其访问及文件审查，其有足够的权限来推行amfori BSCI系统并有足够能力来实施amfori BSCI管理系统。工厂建立了分包商/供应商管理政策，并对供应商进行了社会责任监控，目前未使用分包商。此外，工厂有提供产能规划记录，但未做合适的生产计划以确保员工的加班时间符合法规要求。因此，工厂在系统执行方面和amfori BSCI要求尚存在如下差距：

- 1.1 -** The auditee partially respects this principle. The factory established completed amfori BSCI management system including plan-do-check-action cycle, but still cannot avoid the issue of working hours and H&S, etc. happening.

被审核方部分遵循该准则。工厂已建立完整的amfori BSCI管理系统，其中也包括计划-执行-检查-改善循环，但仍然无法避免工时及健康安全等问题发生。

- 1.4 -** The auditee partially respects this principle. The factory provided production scheduling for review, however, proper production plan was not established to ensure the overtime hours of workers be in line with local law.

被审核方部分遵循该准则。工厂有提供产能规划记录，但缺少合适的生产计划以确保员工的加班时间符合法规要求。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 197691] Audit Date: 11/11/2020 PA Score: A

Deadline date:11/11/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 2. There was a worker representative committee in the factory and satisfactory evidence showed that workers elected their representatives freely. According to interview statement with worker representative and workers, they were familiar with workplace-related issues, their labor right e.g. the law, work contracts, job description, working rules. The factory also provided on-board training on workers' right to workers. It has been noted that the auditee had established grievance mechanism: the mechanism consisted of using suggestion boxes, worker representation and an open door policy on coming up with suggestion directly to workers' supervisor. All these processes were documented under procedures and integrated into worker trainings. However, gaps had been identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂成立了员工代表委员会，并且员工自由选出他们的代表。根据员工代表及员工的访谈信息，员工代表以及员工都很清楚工厂场所相关信息，以及员工的劳工权利，例如劳动法，劳动合同，工作描述以及厂纪厂规等。而且，工厂会给员工提供关于员工权利的入职培训。审核过程发现，工厂已建立了申诉政策，员工可通过意见箱，员工代表或直接向主管进行沟通等方式提供投诉。所有这些过程均可通过文件以及访谈来核实。但是，工厂在系统执行方面和amfori BSCI要求尚存在如下差距：

- 2.2 -** The main auditee partially respects this principle because no long-term goal was established to protect workers according to the amfori BSCI Code of Conduct.

被审核方部分遵循该准则，因为工厂未根据amfori BSCI行为准则定义长期目标来保护员工。

Remarks from Auditee:

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

Full Audit [Audit Id - 197691] Audit Date: 11/11/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows that the auditee fulfills the requirements of this performance area. Based on management/worker/worker representative interview and document review, the factory respects the right of workers to form unions in a free and democratic way, the factory respects workers' right to bargain collectively. No collective bargain was happened in factory. One worker representative was available in factory, the representative worked in the workshop with other workers together. No discrimination case was happened against them. Suggestion box was available in the factory and all workers can appeal through the workers representative, suggestion box or suggest to the management directly.

综合概况: 整体观察显示被审核方遵循该绩效区域的要求。工厂尊重员工以自由和民主的方式去建立工会。工厂尊重工人集体谈判权, 工厂未发生过集体谈判。工厂内有1名员工代表。该员工代表与其他员工一起在车间工作, 没有被歧视。工厂设置了意见箱, 员工可以通过员工代表, 意见箱或直接反馈给管理层的方式进行申诉。

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 197691] Audit Date: 11/11/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows that the auditee fulfills the requirements of this performance area. The anti-discrimination policy was established in factory. According to management and workers interview, the factory did not discriminate workers due to their gender, age, marital status, political background etc.; female workers and male workers had the same pay and working conditions as male workers; promotion was based on workers' ability and skill; training was based on working requirement. There was no evidence of discrimination in employment, promotion, compensation and etc.

综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反歧视政策。根据工厂管理层级员工访谈反馈, 工厂没有因员工的性别, 年龄, 婚姻状况, 政治背景等原因而导致任何歧视的发生, 男性和女性员工在工资工时等方面均保持平等, 员工的晋升仅基于员工的个人能力及表现, 并给予工作岗位的需求为员工提供培训。没有证据显示工厂有在工作, 晋升, 工资福利等方面存在歧视状况。

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 197691] Audit Date: 11/11/2020 PA Score: B

Deadline date: 11/11/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows that the auditee partially fulfills the requirements of this performance area. The factory set up wage and benefit policy, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the payroll records from Oct.2019 to Sept.2020 provided by the factory, all workers were paid by hourly rate. The minimum wage paid by the factory was at least RMB10 per hour, which was in line with the legal requirement. Overtime wages were paid according to legal requirement. Workers' position allowance will be increased accordingly when workers received more training. The total wage paid for workers was higher than the local decent living standard. No any illegal deduction was identified according to wages records of workers. However, gaps had been identified in implementation as follows:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工资支付政策和福利政策, 福利政策包括给员工提供带薪年假, 病假, 产假, 婚假, 产假等假期。根据工厂提供的2019年10月至2020年9月的工资记录, 所有员工为计时工资。工厂给员工支付最低10元每小时的基本工资, 高于法规要求。加班费按照法规要求支付。同时, 工厂根据员工不同的岗位及技能提供不同的岗位津贴。工厂支付给员工的总工资高于当地体面生活标准。根据员工的工资记录, 员工无不合理扣款项目。但发现工厂在如下方面和amfori BSCI要求有差距:

- 5.5 -** The main auditee does not respect this principle because the factory did not provide social insurance to all workers as per legal requirement. There were 30 employees in the factory, 23 employees were under retirement age and employed more than one month, which should be provided with social insurances. Based on provided social insurance payment records from Aug 2020 to Oct. 2020, the factory only provided medical, endowment, unemployment, child-bearing insurances and accident insurance to 13 employees. Moreover, the factory had provided commercial accident insurances for other employees, which was valid from 28 Apr. 2020 to 27 Apr.2021. Remark: Based on workers interview and management interview, other employees confirmed they had joined new rural social pension insurance and not willing to join social insurance, due to workers were not sure about the on-job time in the factory. No record about workers' new rural social pension insurance was provided for review.

被审核方未遵循该准则, 因为工厂未按照法规要求给所有人员提供社保。工厂有员工30名, 其中23名员工低于法定退休年龄且工作满一个月需提供社保。根据工厂提供的2020年8月至2020年10月的社会保险缴费记录, 工厂仅给13名员工提供了医疗, 养老, 失业, 生育和工伤保险。另外, 工厂有为员工提供商业意外险, 有效期为2020年4月28日至2021年4月27日。备注: 根据员工访谈和管理层访谈, 其他员工已参加新农保, 由于不确定在被审工厂工作的时间长短, 故不愿意参与社保。工厂未提供员工的新农保参保记录。

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 197691] Audit Date: 11/11/2020 PA Score: D

Deadline date:11/11/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows that the auditee partially fulfills the requirements of this performance area. The factory established policy about working hour. Workers' attendance information were recorded by fingerprint scanning machine. According to the policy and implementation attendance records, all workers worked by one shift with regular working hours for all workers 8 hours per day and 5 days per week. Workers usually had 0-2 OT hours on weekdays, 8-10 OT hours on Saturdays and rested on Sundays. Workers were paid by 150% and 200% of regular wages for overtime working on weekdays and weekends respectively. No overtime working on statutory holidays was observed. Workers' maximum monthly overtime hours were 92 hours in Aug.2020, including 42 regular OT and 50 weekend OT hours. As result, gaps of overtime had been identified in implementation as following:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了工作时间的政策。员工通过电子考勤机记录考勤信息。根据工时政策以及工厂实际执行的考勤记录, 所有员工为常白班。正班时间为每天8小时, 每周5天。员工一般工作日加班0-2小时, 周六加班8至10小时, 周日休息。工厂支付工人基本工资的150%和200%分别作为平时加班费和周末加班费, 工人未在法定假日加班。工人最大的月加班是92小时, 发生在2020年8月, 包括平时加班42小时和周末加班50小时。所以工厂在加班时间的管控方面不符合法规, 具体如下:

- 6.2 -** The main auditee does not respect this principle, because workers' overtime hours did not comply with legal requirements. Based on workers' attendance records from 1 Oct. 2019 to the audit day, 95% workers' monthly overtime hours exceeded 36 hours in each month and up to 92 hours in Aug.2020.

被审核方未遵循该准则。因为未确保员工的加班时间符合法规要求。根据抽样员工从2019年10月1日至审核当天的考勤记录, 95%员工各月的加班时间每月超过了36小时, 最高在2020年8月达到了92小时。

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 197691] Audit Date: 11/11/2020 PA Score: A

Deadline date:11/11/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 7. For fire safety, the factory ensured enough extinguishers, fire hydrant, emergency lights and fire alarm were available in the factory. All these facilities of fire safety were checked by electrician every month. The fire alarm, fire hydrant and emergency light was in good function based on onsite observation, fire drills were conducted twice per year and the latest one was conducted on 10 Nov.2020. For mechanism safety, all processes of operation were set up, workers were well trained to operate it correctly. The factory also set up emergency procedure and trained adequate first aiders for providing the service of first aid. The first aid box was also available in every workshop. Potable water was also provided, workers could access potable water at any time. The factory didn't provide transportation to workers. However, gaps had been identified in implementation as follows:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。在消防安全方面, 工厂给所有车间配备了足够的灭火器, 消防栓, 应急灯, 消防警铃等, 并且工厂的电工每月都会进行检查。审核时经过测试, 应急灯, 消防栓, 消防警铃都是有效的, 消防演习每年2次, 最近一次在2020年11月10日进行。在机械安全方面, 工厂针对有机械安全风险的岗位都制定了相应的操作规程, 并且给员工提供了培训以防范这方面的风险。在急救政策方面, 工厂制定了急救政策, 工厂给每个车间配备了药箱, 而且工厂内有足够的急救员。同时, 工厂也提供了饮用水给员工, 员工可随时喝水。工厂未为工人提供工作交通。不过, 工厂在以下方面和amfori BSCI要求尚有差距:

- 7.1 -** The auditee partially respects this principle, because the legal and amfori BSCI requirement on health and safety was not implemented effectively, and lead to some issues were raised in health and safety section, such as chemical management, etc.
被审核方部分遵循该准则, 因工厂对法规和amfori BSCI在健康安全方面的要求执行不到位, 导致健康安全方面出现问题(例如化学品管理)等。
- 7.6 -** The auditee partially respects this principle, because the factory didn't obtain the qualified certificate for the mask provided for mashing worker.
被审核方部分遵循该准则, 因为工厂未取得提供给碎料工人的口罩的合格证。
- 7.7 -** The main auditee does not respect this principle, because 10 barrels of hydraulic oil in pressure vessel room were not stored in secondary containment and no relevant MSDS posted onsite.

被审核方未遵循该准则, 因为空压机房10桶液压油未存放在二次容器内且无相应MSDS张贴在现场。

- 7.17 -** The main auditee partially respects this principle because a staircase (about two-meter high) were without handrail in production workshop.
被审核方部分遵循该准则, 因为车间一个梯子(约2米高)缺少扶手。
- 7.25 -** The main auditee does not respect this principle because the factory did not conduct occupational hazardous factor monitoring in workshops.
被审核方未遵循该准则, 因为工厂未在车间进行职业危害因素监测。

Remarks from Auditee:

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 197691] Audit Date: 11/11/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> Nil	
<u>AREAS OF IMPROVEMENT:</u> <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 8. The policy of recruiting was set up by the factory. The factory checked workers' ID during recruiting and HR specialist knew the skills of asking workers' experience and ages when he had any doubt of workers' ID card or age according to interview with HR specialist. Meanwhile, the factory established remediation measure of child labor in order to set up measure of recruiting child labor incidentally. After checking all personnel files of workers and based on onsite observation and workers interview, no child labor was identified in the factory.</p> <p>综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂制定了合适的招聘政策，员工入职时工厂均会查看员工的身份证并且当人事专员对员工年龄有怀疑，会通过有技巧地面谈以核实员工情况。同时工厂制定了童工补救措施以防万一发现童工的应对措施。在审核过程中，通过查阅所有员工的人事资料，现场观察及员工访谈，未发现有任何童工存在。</p>	
<u>Remarks from Auditee:</u>	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 197691] Audit Date: 11/11/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> Nil	
<u>AREAS OF IMPROVEMENT:</u> <p>Consolidated finding: The overall observation shows that the auditee fulfils the requirements of this performance area. The procedure of young worker protection was set up by the factory. The factory understood the legal requirement of young workers according to interview with management and had made relevant risk assessment in case of hiring young workers. The risk assessment for young workers identified young workers were not suitable for working at hazardous and/or harmful working posts, not suitable for working overtime etc. During the audit, no young worker was identified in the factory.</p> <p>综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂制定了未成年工的保护政策，工厂了解如何依照法规要求保护未成年工并且进行了如果聘用未成年人的相关风险评估。未成年工的风险评估识别出了未成年工不适合安排在有毒有害的工作岗位，不适合加班工作等情况。在审核过程中未发现未成年工的存在。</p>	
<u>Remarks from Auditee:</u>	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 197691] Audit Date: 11/11/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> Nil	
<u>AREAS OF IMPROVEMENT:</u> <p>Consolidated finding: The overall observation shows that the auditee fulfils the requirements of this performance area. Labor contracts were all concluded between the factory and workers. The contract statements included the description of working hours, training, rest time and leave etc. Meanwhile, the factory provided a copy of contract to every worker. No illegal employment was identified during the audit.</p> <p>综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂和每个员工均签订了劳动合同，劳动合同条款包括工时，培训，休息时间和假期，报酬和支付条件，同时工厂提供了一份劳动合同副本给员工。审核过程中，工厂无不符合法规的用工形式存在。</p>	
<u>Remarks from Auditee:</u>	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 197691] Audit Date: 11/11/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> Nil	
<u>AREAS OF IMPROVEMENT:</u> <p>Consolidated finding: The overall observation shows that the auditee fulfils the requirements of this performance area. The factory established the policy on anti-forced labor. The management understood well the scope of forced labor. And according to onsite observation and interview statement of workers, workers confirmed that there were no evidence showed in the factory, for example, they could resign according to legal requirement and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers. The discipline policy was also in line with legal requirement.</p> <p>综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂制定了反强迫劳动的政策，工厂负责人理解哪些方式是属于强迫劳动的范畴。依据现场观察和员工访谈，员工也很清晰地表明工厂内无强迫劳动的现象，例如员工可以依照法规要求提出辞工而不会被克扣工资，并且可以自由离开工厂。员工也未遇到任何被侮辱或非人道的待遇。工厂的惩戒政策也是符合法律法规要求。</p>	
<u>Remarks from Auditee:</u>	

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 197691] Audit Date: 11/11/2020 PA Score: B

Deadline date:11/11/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 12. The factory established policy on environment protection, and provide training for workers on environment protection awareness. The factory had conducted Environmental Impact Assessment and obtained the approval. The land belonged to the factory was industrial land and water used by the factory was come from municipal water. The main wastes produced by the factory were hazardous solid waste, waste water, noise and waste air. The factory entrusted qualified vendor to transfer hazardous, and monitored the waste air, boundary noise and waste water. However, gaps had been identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了环保政策并为员工提供了相关的环保政策培训。工厂进行了环境影响评估并取得了批复。工厂主要使用当地市政提供的自来水，并且工厂用地属于工业用地。工厂的主要污染物为危险固体废物，废水，噪声和废气。工厂将危险废弃物转移给有资质单位处理，并对废气，厂界噪声和废水进行了监测。但是，在如下方面，工厂和amfori BSCI要求有差距：

- 12.2 -** The main auditee does not respect this principle because did not provide inspection approval of environment protection project.
被审核方未遵循该准则，因为未提供环保项目验收批复。

Remarks from Auditee:

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 197691] Audit Date: 11/11/2020 PA Score: A

Deadline date:11/11/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows that the auditee partially fulfils the requirements of this performance area. The factory developed policies and procedures against any act of corruption, Relevant training were provided to workers. The factory had identified the situations and activities where acts of corruption, extortion or bribery are most likely to occur in its context. No falsifying or inconsistency documents or records were found during the audit. The collects and use personal information was in accordance with privacy and information security laws and regulatory requirement. However, gaps had been identified in implementation as following:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了反腐败政策并为员工提供了相关培训，工厂识别了最可能发生贪污、勒索或贿赂行为的情形和活动。审核过程中未发现有篡改的或不一致的文件及记录，个人信息的收集及使用符合隐私和信息安全法。不过工厂在以下方面和amfori BSCI要求尚有差距：

- 13.1 -** The main auditee partially respected this principle because the factory conducted risk assessment on corruption, but the prevention measures of all risks were the same, such as setting supervisory phone and conduct joint meeting, etc.
被审核方部分遵该准则，因为工厂做了廉政风险评估，但所有风险的预防措施都是相同的，例如设置监督电话和设置联席会议等。

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	11/11/2020	197691	D	A	A	A	B	D	A	A	A	A	A	B	A	C

Producer Photos



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



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



Photo first aid facilities
Eye washing facility.JPG



Photo first aid facilities
First aid guidance.JPG



Photo first aid facilities
First aid kits.JPG



Photo of chemical storage room (if applicable)
Chemical label.JPG



Photo of fire safety equipment
Assembly point.JPG



Photo of fire safety equipment
Emergency light testing.JPG



Photo of fire safety equipment
Evacuation plan.JPG



Photo of fire safety equipment
Evacuation sign.JPG



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



Photo of fire safety equipment
Extinguishers and fire alarm.JPG



Photo of fire safety equipment
Fire alarm testing.JPG



Photo of fire safety equipment
Fire hydrant testing.JPG



Photo of fire safety equipment
Fire hydrant.JPG



Photo of non-conformity
Hydraulic oil not stored in secondary containment and no relevant MSDS posted onsite.JPG

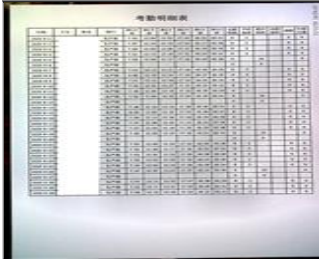


Photo of non-conformity
Overtime hours of workers exceeded 36 hours.jpg



Photo of the dormitories (if applicable)
Dormitory building.JPG

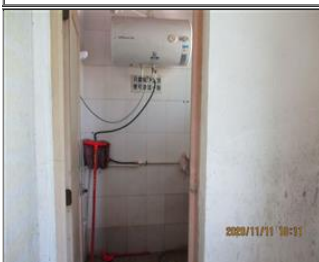


Photo of the dormitories (if applicable)
Shower room.JPG



Photo of the inside of the main production hall
Finished goods storage area.JPG



Photo of non-conformity
No handrail for staircase.JPG



Photo of non-conformity
Social insurance only provided for part of employees.jpg



Photo of the dormitories (if applicable)
Dormitory room.JPG



Photo of the inside of the main production hall
Attendance recorder.JPG



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



Photo of non-conformity
No qualified certificate for the mask provided for mashing worker.JPG



Photo of the code of conduct on display
amfori BSCI code of conduct posted onsite.JPG



Photo of the dormitories (if applicable)
Evacuation plan for dormitory.JPG



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



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



Photo of the inside of the main production hall
Mixing and mashing.JPG



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



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



Photo of the inside of the main production hall
Pressure vessel.JPG



Photo of the personal protection equipments (if applicable)
PPE warning signs.JPG



Photo of the sanitary facilities
Potable water.JPG

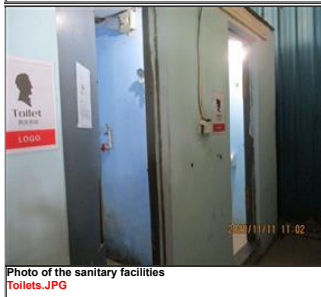


Photo of the sanitary facilities
Toilets.JPG