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Auditee :	<b>ECO Lighting Solutions Limited</b>
Audit Date From :	<b>12/04/2018</b>
Audit Date To :	<b>12/04/2018</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>SGS</b>
Auditor's Name(s) :	<b>Ruby Ouyang(Lead)</b>
Auditing Branch (if applicable) :	<b>SGS CHINA</b>

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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																																							
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"><li>• Minimum 7 Performance Areas rated A</li><li>• No Performance Areas rated C, D or E</li></ul> 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>B</b> <b>Good</b>	<ul style="list-style-type: none"><li>• Maximum 3 Performance Areas rated C</li><li>• No Performance Areas rated D or E</li></ul> 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																													
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"><li>• Maximum 2 Performance Areas rated D</li><li>• No Performance Areas rated E</li></ul> 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																													
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"><li>• Maximum 6 Performance Areas rated E</li></ul> 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																													
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"><li>• Minimum 7 Performance Areas rated E</li></ul> 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																													
<b>Zero Tolerance</b>	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 :	ECO Lighting Solutions Limited		
DBID number :	359555		
Audit ID :	121307		
Address :	Floor 2nd, No9 Lefeng central road, Lianfeng, Xiaolan Town Zhongshan		
Province :	Guangdong	Country :	China
Management Representative :	Zhoulin Zhang		
Contact person:	Shaodan Xu	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	lighting fixture		

**Audit Details**


Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 12/04/2019

**Rating per Performance Area (PA)**

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

**Executive summary of audit report**

ECO Lighting Solutions Limited was located at No. 9 Lefeng central road, Lianfeng, Xiaolan Town, Zhongshan, Guangdong, China. It was founded on Jul 19, 2016 based on its business license (No.: 91442000MA4URT040), and focus on manufacturing lighting fixture. There was one 3-storey building and the auditee rented the 2F & 3F of this building from Zhongshan City Xiaolan Town Lianfeng Joint-stock cooperative Economic Association from 1 July 2016 to 30 June 2019. The 2nd floor was used as production unit and office ; the 3rd floor was used as warehouse; the 1st floor was idle. Its main production processes were assembling 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.

**Ratings Summary**


Auditee's background information			
Auditee's name :	ECO Lighting Solutions Limited	Legal status :	Ltd company
Local Name :	中山市麦丁灯具有限公司 (91442000MA4URTN040)	Year in which the auditee was founded :	2016
Address :	Floor 2nd, No9 Lefeng central road, Lianfeng, Xiaolan Town	Contact person (please select) :	Shaodan Xu
Province :	Guangdong	Contact's Email :	1508075565@qq.com
City :	Zhongshan	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) :	Nil
GPS coordinates :	22.600687,113.242234	Total turnover (in Euros) :	2000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	0.00
If other, please specify :		Production volume :	300000
Product Group :	Electrical supplies	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	lighting fixture		

Auditee's employment structure at the time of the audit		
Total number of workers :	15	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	5	10
Temporary workers	0	0
In management positions	1	0
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	5	7
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	5	10
Production based workers	2	6
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 - 121307] Audit Date: 12/04/2018 PA Score: D

Deadline date:11/04/2019

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 1. The factory has set up CSR policy and procedures to implement the Amfori BSCI Code of Conduct and Mr. Zhang Zhoulin/factory director as management representative has been appointed to ensure that the BSCI values and principles were followed in a satisfactory manner. The auditee conducted regularly internal audit and management system review for CSR performance, and the latest time was in Mar 2018; for this suppliers' CSR performance management, the auditee established monitoring procedure, such as the auditee required suppliers to sign social accountability commitment, assessed suppliers' social performance and passed BSCI CoC and Tol for them. However, gaps have been identified in implementation during this audit:

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。为执行Amfori BSCI行为守则,工厂已确立了社会责任政策和程序,同时为确保充分遵循BSCI价值和原则要求,已经任命张周林/厂长作为管理者代表;工厂定期开展社会绩效情况的内部审查和管理评审,最近一次是2018年3月;对于供应商社会绩效管理,工厂建立了监管程序,如要求供应商签订社会责任承诺书,评估了供应商的社会责任表现,同时将BSCI行为准则和商业伙伴专用实施条款传递给主要的供应商。尽管如此,在实践中仍然存在一些偏差:

- 1.1 - The auditee partially respects this principle. The factory established completed BSCI management system including plan-do-check action cycle, but still cannot avoid the same issue of working hours, social insurance and H&S, etc. happening again.  
工厂部分遵循该准则。工厂已建立完整的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,社保及健康安全等问题再次发生。
- 1.4 - The auditee partially respects this principle. 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.  
工厂部分遵循该准则。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。

**Remarks from Auditee:**

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 121307] Audit Date: 12/04/2018 PA Score: A

Deadline date:11/04/2019

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 2. The factory has established the worker representative management procedure, and one worker representatives was elected in Jan 2018; a grievance mechanism for individuals has been established, and no grievances case reported in the past of one year. However, there were still some gaps 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。工厂已经建立了关于工人代表的管理程序;在2018年1月有1名员工代表被选举;个人申诉机制已经被确立,过去一年中没有发生申诉事件发生。尽管如此,在实践中仍然存在一些偏差:

- 2.5 - The auditee partially respects this principle. Because the factory established grievance policy but the written procedure did not define the content of Potential conflicts of interest and how to overcome them, Timelines to address grievances, etc.  
工厂部分遵循该准则。原因是工厂建立了申诉政策,但是书面的申诉程序中未包括潜在的利益冲突以及如何克服这些冲突,提出申诉的时间表和时效性等内容。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 121307] Audit Date: 12/04/2018 PA Score: A

Deadline date:

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 3. The auditee had established a written policy and procedure regarding the freedom of association and collective bargaining. Employee rights on freedom of association and collective bargaining were regulated in the written procedure. Orientation training and refreshing training were conducted to ensure employees know their rights. Workers' representatives could access to workers and workers were free to meet and discuss workplace issues in the facility during their break and before or after work.

综合概况:整体观察显示被审核方符合该绩效区域的要求。被审核方针对自由结社和集体谈判建立了书面和政策程序;员工的自由结社和集体谈判权利在规定的程序中定义;新员工培训和定期的培训确保员工知道该权利;员工代表在休息时间和上下班期间可以自由的会见员工并讨论工作场所问题。

**Remarks from Auditee:**



Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 121307] Audit Date: 12/04/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 4. The auditee had established a written policy and procedure including no discrimination based on age, race, gender, marriage status, union affiliation, and pregnancy status, HIV or Hepatitis B testing at Hiring. The factory has established the prevent discrimination management procedure. Through worker interview, there was no discrimination about religion, origin, political affiliation or age when recruiting process and working process.</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。被审核方针对禁止歧视建立了书面的政策和程序, 其中包含在招聘时不可以涉及关于年龄、种族、性别、婚姻状况、是否加入工会、怀孕测试、爱滋病、乙肝携带者等不招聘的规定。通过员工访谈, 在招聘和工作过程中, 无宗教、血缘、政治和年龄等歧视。</p>	
<b>Remarks from Auditee:</b>	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 121307] Audit Date: 12/04/2018 PA Score: B	Deadline date:11/04/2019
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 5. The wages and benefit management procedure had established to ensure that all workers had been paid the minimum wages for regular working hours, legal required overtime premium for workers' overtime working, etc. The payroll of Mar 2017 to Feb 2018 was provided by the factory and 6 sample workers payment were reviewed. Through these samples reviewing, wages were calculated by hourly rate and basic wage was RMB2100/month which was higher than local minimum wage requirement (RMB1510/month). Workers' wages were paid on or before 15th of each month for previous month by cash. Pay slips were provided to workers on the date of wages issue date. No any deduction from wages was found in the factory. However, there were still some gaps in implementation:</p> <p>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。为了确保所有员工达到最低工资、法定加班等的要求, 工厂已经建立了工资和福利管理程序; 工厂提供了2017年3月到2018年2月这期间的工资记录, 并且抽取其中6个样本。从抽样表明, 工资按小时支付, 基本工资每月2100元, 高于当地最低工资标准(每月1510元); 每月15日前或者当天支付上月的工资; 发工资当日, 工资条提供给工人; 没有任何扣款被发现。尽管如此, 在实践中仍然存在一些偏差:</p> <p><b>5.5 -</b> The auditee does not respect this principle because the factory did not provide social insurance to all workers as per legal requirement. Based on provided social insurance payment records of Mar, 2018, there were 15 employees in the factory and 14 employees were employed more than one month should be provided with social insurance, but the factory only provided medical, endowment, unemployment, child-bearing and accident insurance for 3 employee. Moreover, the factory did not provide commercial accident insurance for other employees.</p> <p>工厂未遵循该准则, 因为工厂未按照法规要求给所有人员提供社保。根据工厂提供的2018年3月的社会保险缴费记录, 工厂有员工15名, 14名员工工作满一个月需提供社保, 但工厂只给3名员工提供了医疗、养老、失业、生育和工伤保险。另外工厂没有为其他员工提供商业意外险。</p>	
<b>Remarks from Auditee:</b>	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 121307] Audit Date: 12/04/2018 PA Score: D	Deadline date:11/04/2019
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 6. The factory has established the working hours control procedure and worker manual which indicated the normal working hour was 8 hours per day and 5 days per week. The factory used fingerprint working hour system to record of all employees' working hours. Only one shift was for all workers and the normal working hour was 08:00-12:00, 14:00-18:00. Normal working days were from Monday to Friday. Overtime work was voluntarily chosen for workers and was normally arranged for 1-2 hours (19:00-21:00) per night and for 8 hours per day on Saturdays if need. Base on attendance records from 1 Mar 2017 to audit date review and worker interview, the maximum daily overtimes were 2 hours, and at least one day off after 6 days consecutive working days was guaranteed. However, there were still some gaps in implementation:</p> <p>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。受审核方建立了工作时间控制程序和员工手册, 规定正常工作时间为每周5天8小时; 工厂使用指纹考勤系统记录员工考勤; 一班制, 正常工作时间为08:00-12:00, 14:00-18:00, 正常工作天为周一至周五; 加班是自愿的, 正常工作日的加班为每晚1-2小时(19:00-21:00)和周六8小时加班。通过2017年3月1日至审核当天考勤记录评估和员工访谈, 每晚最多加班2小时, 连续工作6天休息1天。尽管如此, 在实践中仍然存在一些偏差:</p> <p><b>6.2 -</b> The auditee does not respect this principle. The OT hours exceeded legal requirement. Based on the provided payroll records from Mar. 2017 to Feb. 2018 and attendance records from Mar. 1, 2017 to Apr 12, 2018, workers' monthly OT hours exceeded 36H in each month, the maximum was 82H happened in Dec. 2017.</p> <p>工厂未遵循该准则。员工加班时间超过法规要求。根据工厂提供的工资记录(2017.3-2018.2)及考勤记录(2017.3-2018.4.12), 员工月加班时间每月均超过法规要求的36H, 最大为82H, 发生在2017年12月。</p>	
<b>Remarks from Auditee:</b>	

## Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 121307] Audit Date: 12/04/2018 PA Score: A

Deadline date:11/04/2019

### GOOD PRACTICES:

Nil

### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 7. The factory has established the health and safety management procedure and provided the health and safety training such induction training, fire drill to all workers. The building and fire equipment were in compliance with local industry requirement. Ventilation, lighting and cleanliness of workshops were acceptable. The fire equipment was inspected regularly. The factory provided the drinkable water for free. There were two first aiders in the factory. The first aid box was provided in workshop. No transportation and dormitories were provided to workers. However, there were still some gaps 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。被审核方建立了健康安全管理程序, 提供了健康安全的培训、消防演习等; 工厂的建筑和消防设备符合法规要求; 所有的消防设备保持定期检查; 车间的通风、照明和清洁保持良好。工厂提供了免费饮用水; 工厂有2名急救员; 药箱有提供在车间; 没有宿舍和交通工具被提供。尽管如此, 在实践中仍然存在一些偏差:

- 7.1 - The auditee partially respects this principle, because the legal and BSCI requirement on health and safety was not implemented effectively, and lead to some issues were raised in health and safety section, such as did not provide occupational health examinations for workers exposed to hazardous work stations, etc.  
工厂部分遵循该准则, 因工厂对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(例如未危害岗位员工提供职业健康体检)等。
- 7.2 - The auditee does not respect this principle. The factory only provided accident insurance for 15 out of 3 employees.  
工厂未遵循该准则。工厂只给15名员工中的3名提供了意外险。
- 7.3 - The auditee partially respects this principle because the factory had carried out regular risk assessment for safe, healthy and hygienic working conditions, but did not provide occupational health examinations for 2 workers exposed to chemical.  
工厂部分遵循该准则。工厂虽有针对安全、健康和卫生工作条件进行定期风险评估, 但是未为2名接触化学品的员工提供职业健康体检。
- 7.8 - The auditee partially respects this principle, because the factory established emergency procedure but did not post it onsite.  
工厂部分遵循该准则。工厂有建立应急预案, 但是未在现场张贴。
- 7.23 - NA, the factory did not provide transportation for workers, it is not mandatory by local law.  
不适用, 工厂未提供交通方式给员工, 当地法规没有强制要求这些。
- 7.24 - NA, the factory did not provide dormitory for workers, it is not mandatory by local law.  
不适用, 工厂未提供宿舍给员工, 当地法规没有强制要求这些。

### Remarks from Auditee:

## Performance Area 8 : No Child Labour

Full Audit [Audit Id - 121307] Audit Date: 12/04/2018 PA Score: A

Deadline date:

### GOOD PRACTICES:

Nil

### AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 8. The recruitment policy was set up in the auditee and regulated that the auditee would not recruit workers under 16. The recruitment staff checked the workers' ID cards and verifies the workers ages as per procedure. Meanwhile, the auditee established remediation measure of child labor in order to set up measure of recruiting child labor incidentally. After checking all personnel files of workers, no child labor was identified in the facility.

综合概况: 整体观察显示被审核方符合该绩效区域的要求。被审核方制定了合适的招聘政策且规定不招聘低于16周岁的员工; 招聘人员会检查员工的证件并根据程序对员工年龄进行验证; 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, 未发现有任何童工存在。

### Remarks from Auditee:



Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 121307] Audit Date: 12/04/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area. The auditee had established the written procedure and requirement for protection of young workers. No young workers employed in the facility and all workers were above 18 years old.</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。被审核方建立了书面的程序和要求以保护未成年工; 工厂未雇佣未成年工且全部年龄都超过18周岁。</p> <p>9.2 - NA, there was no young worker worked in the factory currently. 不适用, 工厂目前没有未成年工。</p> <p>9.3 - NA, there was no young worker worked in the factory currently. 不适用, 工厂目前没有未成年工。</p> <p>9.4 - NA, there was no young worker worked in the factory currently. 不适用, 工厂目前没有未成年工。</p> <p>9.5 - NA, there was no young worker worked in the factory currently. 不适用, 工厂目前没有未成年工。</p> <p>9.6 - NA, there was no young worker worked in the factory currently. 不适用, 工厂目前没有未成年工。</p>	
<b>Remarks from Auditee:</b>	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 121307] Audit Date: 12/04/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 10. Labor contracts were all concluded between the factory and workers. The contracts statement included the description of working hours, training, rest time and leave, wages and benefits, etc. which were in accordance with legal requirement and ILO. Meanwhile, the factory provide a copy of contract to every worker. Based on interview statement of workers, workers understood well of the content of labor contract. No dispatching workers, no temporary worker, and no student worker were been applied in this 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。工厂和每个员工均签订了劳动合同, 劳动合同的内容包括工时, 培训, 休息时间和假期, 报酬和支付条件等, 这些内容均符合法规以及国际标准。同时工厂提供了一份劳动合同副本给员工。通过员工访谈, 员工均了解劳动合同内容, 审核过程中, 工厂没有使用派遣工, 临时工, 学生工。</p>	
<b>Remarks from Auditee:</b>	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 121307] Audit Date: 12/04/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 11. The factory has established the full policy and procedure for no engaging in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour. Though worker interview and factory tour, no workers was subjected inhumane or degrading treatment, corporal punishment, mental or physical coercion or verbal abuse.</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。工厂建立了完善的程序和政策关于不参与到任何形式的奴役、强迫劳动、抵债性劳动、契约奴役、拐卖或非自愿劳动。通过工人访谈和现场走访, 没有工人受到不人道或有辱人格的待遇、受到体罚、精神上或身体上压迫或言语虐待。</p>	
<b>Remarks from Auditee:</b>	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 121307] Audit Date: 12/04/2018 PA Score: B	Deadline date:11/04/2019
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 12. The factory has established the policy and procedure of environment protection, and appointed Mr.Zhang Zhoulin /Factory director responsible for the environment improvement. 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 general solid waste. However, gaps had been identified in implementation as follow:            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。工厂已经建立了环境保护的政策和程序,同时指派张周林/厂长为环境改善负责人;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一般固体废弃物。不过,工厂在以下方面和BSCI要求尚有差距:</p> <p><b>12.1 -</b> The auditee does not respect this principle because the auditee did not provide the registration form of environmental impacts for review during the audit.            工厂未遵循该准则,工厂未提供环评影响登记表供查看。</p>	
<b>Remarks from Auditee:</b>	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 121307] Audit Date: 12/04/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 13. The factory has established the procedure for preventing any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. And the factory protected employees' privacy and information in a reasonable care. All the provided information was verified by document review, onsite observation and management/workersinterview.            综合概况:整体观察显示被审核方符合该绩效区域的要求。工厂已经建立反对在其企业活动中出现的任何贪污、勒索或挪用行为、或任何贿赂形式的程序。工厂对员工的隐私和信息也采取了合理的保护政策。工厂提供的所有信息均可以通过文件审查,现场观察和管理层/员工访谈得以核实。</p>	
<b>Remarks from Auditee:</b>	

**Summary**

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	12/04/2018	121307	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 building.JPG



Photo of fire safety equipment  
Evacuation indicating sign in stair.JPG



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



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



Photo of fire safety equipment  
Evacuation indicating sign in workshop.JPG



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



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



Photo of fire safety equipment  
Evacuation plan.JPG



Photo of the inside of the main production hall  
Attendance system test.JPG



Photo first aid facilities  
Eye wash facility.JPG



Photo of fire safety equipment  
Fire alarm test.JPG



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



Photo first aid facilities  
First aid kit.JPG



Photo of fire safety equipment  
Fire hydrant and extinguisher.JPG



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



Photo of chemical storage room (if applicable)  
Chemical with secondary containment.JPG



Photo of fire safety equipment  
Fire hydrant test.JPG



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



Photo of chemical storage room (if applicable)  
MSDS onsite.JPG

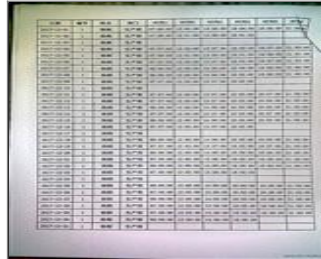


Photo of non-conformity  
Monthly OT hours exceeded 36H.jpg



Photo of the sanitary facilities  
Potable water.JPG



Photo of fire safety equipment  
Emergency light and exit sign.JPG



Photo of non-conformity  
Social insurance did not cover all employees.jpg



Photo of the sanitary facilities  
Toilet.JPG



Photo of fire safety equipment  
Emergency light test.JPG