
Auditee :	CHANGSHU ZHENGTAI TEXTILES CO., LTD
Audit Date From :	21/09/2020
Audit Date To :	21/09/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	APCER
Auditor's Name(s) :	Junhua Tao(Lead)
Auditing Branch (if applicable) :	



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p style="text-align: center;">A 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 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>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p style="text-align: center;">C 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 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 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 :	CHANGSHU ZHENGTAI TEXTILES CO., LTD		
DBID number :	377488		
Audit ID :	192754		
Address :	9-1# Jiulong Road, Shajiabang Town, Changshu City, Jiangsu Province and China Changshu City		
Province :	Jiangsu	Country :	China
Management Representative :	Guobin Yan		
Contact person:	Guobin Yan	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Home textiles
Product Type :	Textile fabric, mats, blankets, etc.		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" 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 : 21/09/2021	

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

Executive summary of audit report

CHANGSHU ZHENGTAI TEXTILES CO., LTD was located at 9-1# Jiulong Road, Shajiabang Town, Changshu City, Jiangsu Province and China according to Business License. The legal registration address was the same as the actual production site. The company started their operations in December 2010. The factory's local name was “常熟市正太纺织有限公司 (91320581566860720B)”.

The factory rented 1 block of 2-storey, 1 block of 5-story buildings from Changshu Binxing Garment Co., Ltd as office, production and warehouse. The total area used by the factory was about 23,000 square meters. Related lease contract was provided for review. All other buildings in the same compound were used by the other factory, used as production or warehouse, etc. Different factories were under different management systems, products were different. No canteen or dormitory was provided for employees. Employees rented accommodation by themselves if needed. The employees eat in restaurant near the factory or at home freely.

There were total 48 employees in the factory including 19 males and 29 female employees in factory. There were 41 production employees (included knitting, cutting, sewing, inspection and packing) and 7 non-production employees (including office staff and management person).

No young worker and child labour were available in factory. The youngest employee was 20 years old, who was born on October 7th, 1999 and joined in the factory on May 18th, 2018. 26 employees were migrants. All employees were hired by the factory directly. No temporary workers or agency workers were used by auditee. No service provider was used by factory. No temporary employee, apprenticeship schemes home employee was used. No employees were shared with other factories in the boundary.

There was no Trade Union or worker committee available in the factory, but there was one worker's representative elected by workers.

The main product manufactured by the factory was textile fabric, mats, blankets and etc.

The main production processes were listed as follows: knitting, cutting, sewing, inspection and packing. No process was subcontracted to other factories.

There was no significant or obvious industry risk on OHS and environmental protection during this audit.

The main production machines or equipment used by the auditee includes 32 knitting machines, 2 cutting machines and 15 sewing machines.

There was no special low and peak production season in factory.

Concerning the fire safety management, the building owner obtained the Fire Inspection Certificate from local Fire Brigade. Based on documents checked, site observation and interviews, fire safety was managed effectively. The auditee has established health and safety committee and conducted risk assessment regularly. The relevant policy and procedures were available for review. The trainings included fire drill & evacuation exercise were provided to workers regularly and all employees were included. The most recent fire drill was conduct on August 14th, 2020 and all workers were included. Emergency exits fulfill the legal requirements and are marked legibly for easy evacuation during emergencies, and they were kept open during the audit. Evacuation plans were posted inside plant and emergency lights were installed at all the designated places of the floors. Enough firefighting equipment such as fire extinguishers, hydrants and alarms were installed in place, maintained by regular checks and kept in good condition, which were also confirmed by onsite check and tested randomly during the audit.

Attendance records from June 1st, 2020 to the audit day and payroll records from June 2020 to August 2020 were reviewed in this audit. By cross check those records, production records and interviews with the management, workers and worker representative, no inconsistency on working hours was identified during the audit. All employees ran 1 shift, from 7:30 to 16:30 with 1 hour lunch break from 11:30 to 12:30, workers generally had overtime work at night for 1 hour from 16:30 to 17:30, 8 hours from 7:30 to 16:30 at Saturday (lunch break from 11:30 to 12:30), but they always had one day off per week. Finger printing attendance machine was used for recording check in/out time and every employee should record their working time when they entered and exited the facility.

All employees' wages were calculated by hourly rate and the lowest basic wage was no less than RMB16.09 per hour equal to RMB 2703 per month in all selected months, which above local legal minimum payment requirement (RMB 11.61 equal to RMB 2020 per month since August 1st, 2018). For overtime premium, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, and no overtime was arranged on statutory holidays. The living wage was RMB 2227.5 per month calculated by the factory. Base on the provided payroll records, the lowest normal wage for workers was RMB 2703/month, which was more than the cost of local fair remuneration (RMB 2227.5/month) calculated by the factory (which was also above the local minimum wage RMB 2020/month).

Social insurance receipts from September 2019 to August 2020 were provided for review. Based on the social insurance receipt of August 2020, it was noted that the factory provided 32 out of 40 employees (80%) with pension insurance, medical insurance, maternity insurance, unemployment insurance and accident insurance. The factory did not provide commercial accident insurance to other employees who were not covered by social insurance. The facility did not obtained waiver about social insurance from the local government. The reason that most employees did not purchase social insurance was that they wanted to make more money and were not willing to take part of their wage to purchase social insurance. There was no temporary, dispatch

employee, new employees, but there were 8 retirees in the factory.

5 employees were interviewed, including 2 males and 3 females. The interviewed workers were satisfied with the working condition and management system.

The auditee was cooperated throughout audit period, including all production area was accessed, agreed taken photo by auditor and arranged worker interview. During close meeting, auditor communicated the positive performance area to auditee, and which area should be improved. The management representative agreed the findings and would get improvement for them. The performance areas needed improvements were as follows: PA1-2, PA5-7 and PA12.

No other serious issue was noted in this audit.

Remark:

Auditor (Junhua Tao): Registered APSCA Membership Number: RA 21701168.

There was no agency, contractor or collective bargaining agreement used by the auditee, which makes these documents not applicable. Also, no government waiver was obtained currently, which makes the waiver not applicable.

The factory provided the acceptance of completed environmental protection facilities for review.

The factory provided valid Certificate of Inspection for the completed building construction projects.

Remark2: No employee was affected by COVID-19. They all lived near the factory. Also, the production was not affected by the epidemic situation. They were paid as legal requirements and provided with social insurance if they wanted during epidemic situation. The auditee resumed the production on February 17h, 2020. The auditee provided masks for all employees for free. They took employees' temperature each day and recorded them. Also, they disinfected all areas of the factory each day. (#COVID19)

Ratings Summary



Auditee's background information			
Auditee's name :	CHANGSHU ZHENGTAI TEXTILES CO., LTD	Legal status :	Limited Company
Local Name :	常熟市正太纺织有限公司 (91320581566860720B)	Year in which the auditee was founded :	2010
Address :	9-1# Jiulong Road, Shajiabang Town, Changshu City, Jiangsu Province and China	Contact person (please select) :	Guobin Yan
Province :	Jiangsu	Contact's Email :	dihongmail@126.com
City :	Changshu City	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) :	None
GPS coordinates :	31°34' 35"N, 120°49'26"E	Total turnover (in Euros) :	31519889.00
Sector :	Non-Food	Of which exports % :	70.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	30.00
If other, please specify :		Production volume :	10,000 tons textile fabric and 10,000 sets mats and blankets per year
Product Group :	Home textiles	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Textile fabric, mats, blankets, etc.		

Auditee's employment structure at the time of the audit		
Total number of workers :	48	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	19	29
Temporary workers	0	0
In management positions	4	3
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	12	14
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	19	29
Production based workers	15	26
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

1- Followup Audit [Audit Id - 192754] Audit Date: 21/09/2020 PA Score: D

Deadline date:31/12/2020

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The facility had established management procedures to implement the amfori BSCI COC. Mr. Goubin Yan / Manager was appointed to ensure that the amfori BSCI values and their level of alignment with the amfori BSCI COC. The facility also had a good overview of the significant business partners, and their level of alignment with the amfori BSCI COC. The factory had realistically calculated the costs of production and delivery times and written records of calculating the production capacity or the costs of production were available, however based on attendance records, the overtime hours exceeded the local law requirements, the production and delivery times was not reasonable. This follow-up audit conducted on September 21st, 2020: the last audit finding was not corrected:

企业已经建立了确保amfori BSCI行为守则有效实施的管理制度。工厂指定了经理严国斌以确保充分遵循amfori BSCI价值和原则要求。工厂对主要商业伙伴及其遵守amfori BSCI行为准则的水平有一个较好的理解。工厂了解如何计算生产产能和订单周期，保留了计算方法和记录查看，然而根据工厂提供的考勤，工人的加班时间超出法律的要求，工厂的产能规划不合理。2020年9月21日跟进审核结果：上次发现问题未改善：

- 1.1 - The result of follow up on September 21st, 2020: Open It was noted that the factory had established management procedures to implement the amfori BSCI COC, and appointed Mr. Guobin Yan / Manager responsible for it, but it was not implemented well, such as the factory had working hours control policy; however the monthly overtime hours exceeded legal limit (the maximum monthly overtime was 66 hours).
2020年09月21日跟进审核结果：未关闭 审核发现工厂建立了确保amfori BSCI行为准则有效实施的管理制度，指定严国斌/经理负责，但是它没有很好实施，比如工厂有工作时间管理程序，然而最大月加班时间为66小时。
- 1.4 - The result of follow up on September 21st, 2020: Open It was noted that the workers' overtime exceeded the law requirement in the random selected months (August 2020, July 2020 and June 2020), which was resulted from unreasonable production planning. The factory did not properly organize its workforce capacity to meet the expectations of the delivery order or contract.
2020年09月21日跟进审核结果：未关闭 审核发现员工在随机抽样的月份（2020年8月，2020年7月和2020年6月），加班超过了法律标准，是由于工厂的不合理的生产规划导致的。工厂没有建立有效的产能规划程序来确保符合交货期。

Remarks from Auditee:

Full Audit [Audit Id - 181122] Audit Date: 26/05/2020 PA Score: D

Deadline date:25/05/2021

Good practices

None.

Areas of improvement

The auditee appointed Guobin Yan/Office director as management representative to implement amfori BSCI requirements, including developing social compliance procedures, following up the finding reports, administrating the grievance mechanism, identifying laws and regulations, etc. There was periodical internal audit and management review procedures set in the auditee. The auditee conducted internal audits and management review was conducted in March 2020. The audited factory established procedure to collect and update relevant laws (labor, ethics and EHS, etc.) based on the amfori BSCI Code of Conduct. Social compliance commitment letters were signed by their major suppliers and social assessment to major suppliers were conducted. However, gaps were identified in implementation:

工厂任命严国斌/办公室主任作为管理者代表执行amfori BSCI的要求，其中包含，负责研发社会责任的程序、跟进问题点、处理投诉、识别法律法规等。被审核工厂有建立定期开展内审和管理评审的程序文件。在2020年3月工厂开展内审和管理评审。工厂根据amfori BSCI的行为准则来建立收集和更新劳工，道德，健康安全和环境的法律法规等。工厂有要求他们的主要供应商签订社会责任承诺书并且为供应商开展社会责任审核。然而执行过程中仍然有发现不符合项：

- 1.1 - Based on satisfactory evidence, it was noted that the social accountability management system was established in the factory. However, part procedures were not operated effectively, they did not have effective corrective/preventive action plans for the existing findings yet, also did not communicate related procedures to related parties to make sure they understand and execute related procedures, which resulted in the findings identified on PA1-2, PA5-7, PA10 and PA12-13. For example, in PA6, the auditee had established related working hour procedure, there was office director (Guobin Yan) responsible for it, however the working hour procedure was not communicated to direct production department sufficiently, and there is no corrective action plan for exceeding overtime issue currently, overtime was not controlled.
基于满意的证据，工厂有建立管理体系。但是部分程序没有有效运行，针对现有问题还没有有效的纠正预防措施，没有和相关部门进行有效沟通，确保他们理解相关的程序。导致在PA1-2& 5-7&10&12-13区域发现问题。例如，在第六部分，工厂有建立相关的工作时间的程序，有专门的办公室主任(严国斌)负责，但是工时程序没有和直接生产部门充分沟通，目前也没有加班超时方面的整改计划，加班时间没有得到控制。
- 1.4 - Based on satisfactory evidence, employees' overtime exceeded law requirement in most selected months (August of 2019, November of 2019, March of 2020), which was resulted from unreasonable production planning. The factory did not organize its workforce capacity to meet the expectations of the delivery orders or contracts.
基于满意的证据，员工在大部分抽样月份（2019.8, 2019.11,2020.3），加班时间超过了法律标准，是由于工厂的不合理的生产规划导致的。工厂没有建立有效的产能规划来确保符合交货期或合同预期。

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 192754] Audit Date: 21/09/2020 PA Score: B	Deadline date:31/12/2020
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The communication channel between management and workers was established by the factory. There was 1 worker's representative elected by the workers on March 6th, 2020. The meeting between management and worker's representatives was conducted regularly in the factory. amfori BSCI COC in the local language was posted in the factory workshop, and the workers could read it at any time. The suggestion box was installed at production area, and worker could raise opinion or doubts. This follow-up audit conducted on September 21st, 2020: The last audit findings were partially corrected: PA2.5 Base on factory tour, it was noted that suggestion box was installed in the corner of the workshop which could protect the privacy of the workers who used it.</p> <p>工厂已经建立了管理层及工人的沟通渠道。工厂于2020年3月6号自由选举了1名工人代表。工厂定期进行员工代表和管理层会议。当地语言的amfori BSCI行为守则已粘贴在工厂车间，员工可以随时翻阅。工厂在生产区域设置了意见箱，工人能够通过意见箱进行反馈。2020年9月21日跟进审核结果：上次发现问题部分改善： PA 2.5 基于现场走访，工厂已经在车间角落安装了意见箱，可以很好的保护使用意见箱员工的隐私。</p> <p>2.2 - The result of follow up on September 21st, 2020: Open It was noted that the factory had defined long-term goals in cooperation with their workers and the workers' representatives according to the BSCI COC. For example, no child labors, no discrimination, no forced labor,. However, the long-term goals were not reviewed regularly in the factory. 2020年09月21日跟进审核结果：未关闭 审核发现工厂有与他们的员工和员工代表一起商议关于BSCI行为守则的长期目标，如不雇用童工，无歧视，不强迫劳工。但是工厂没有定期检查长期目标。</p> <p>2.5 - The result of follow up on September 21st, 2020: Open It was noted that the factory had not set up the indicators of satisfaction on their grievance mechanism, and no regular satisfaction level survey records of recent 12 months was provided for review. 2020年09月21日跟进审核结果：未关闭 审核发现工厂没有建立对其申诉机制的满意指标，也没有提供最近12个月的满意度的调查报告供查看。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 181122] Audit Date: 26/05/2020 PA Score: B	Deadline date:25/05/2021
<u>Good practices</u> None.	
<u>Areas of improvement</u> <p>Grievance mechanism procedure had been established by the auditee and communicated to all related employees in the factory, 1 workers' representative was elected freely to collect suggestion and complaint of employees, the management held the meetings with the representative regularly. New version amfori BSCI Code of Conduct were posted in visible places for employees' knowledge. However, gaps were identified in implementation: 被审核方已经建立了申诉机制并且将此政策向所有员工进行了培训，工厂通过自由选举出来的1名员工代表，向员工收集意见并且定期与员工开会。将新版本的amfori BSCI行为准则张贴在了员工容易看见的地方，供他们学习。然而执行过程中仍然有发现不符合项：</p> <p>2.2 - Based on satisfactory evidence, it was noted that the auditee had defined long-term goals in cooperation with their workers and workers' representatives according to BSCI COC. For example, no child labor, no discrimination, no forced labor, etc. However, long-term goals were not reviewed regularly in the factory. 基于满意的证据，被审核方有与他们的工人和工人代表一起商议关于BSCI行为守则的长期目标，如不用童工，无歧视，不强迫劳工等。但是工厂没有定期检查。</p> <p>2.5 - Based on satisfactory evidence, the suggestion box was set in the gate of the office, which could not help workers to make complains or suggestions in private or anonymous. Also, the factory had not set up the indicators of satisfaction on their grievance mechanism, and no regular satisfaction level survey record of recent 12 months was provided for review. 基于满意的证据，审核员发现意见箱设置在办公楼的门口，无法确保员工申诉的隐私性；工厂没有建立对其申诉机制的满意指标，也没有提供最近12个月的满意度的调查报告供查看。</p>	
<u>Remarks from Auditee</u>	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 192754] Audit Date: 21/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: Not rated because of no finding for this PA in last audit. 因为上次审核没有问题点, 未作评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 181122] Audit Date: 26/05/2020 PA Score: A	Deadline date:
<u>Good practices</u> None.	
<u>Areas of improvement</u> All employees' rights on freedom of association and collective bargaining were respected by the auditee. There was no trade union in the audited factory. No worker signed collective bargaining agreement with the factory. One workers' representative was elected by workers in March 2020. Election records were provided to prove that all workers were freely to elect workers' representative. Trainings were provided to all employees regarding freedom of association and collective bargain. 被审核方充分地尊重所有的员工在自由结社和集体谈判权利。被审核的工厂里没有建立工会, 没有员工和工厂签订集体谈判协议。工人们选举出了1名员工代表。选举记录有提供, 证明了所有员工可以自由的选举员工代表。工厂有给所有的员工提供了自由结社和集体谈判权的培训。	
<u>Remarks from Auditee</u>	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 192754] Audit Date: 21/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: Not rated because of no finding for this PA in last audit. 因为上次审核没有问题点, 未作评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 181122] Audit Date: 26/05/2020 PA Score: A	Deadline date:
<u>Good practices</u> None.	
<u>Areas of improvement</u> The overall observation showed that the factory fulfilled all requirements in this performance area. The factory had set up social policy of no discrimination, which prohibited discriminating worker for any identity, sex, age, background, etc. All workers had equal opportunities to work overtime, get promotion and receive training, etc. The factory trained human resources department and supervisors that disciplinary measures or dismissals can not occur based on workers' complaints and workers had no fear of reprisals to submit complaints about infringements of their own rights. Disciplinary policy and measures had been established within legal requirements. 整体观察显示, 工厂目前满足该评估区域的所有要求。工厂建立了反歧视的社会责任政策, 禁止对员工的身份、性别、年龄、背景等, 进行任何形式的歧视行为。员工有平等的加班, 晋升和接受培训的机会。工厂有给人力资源部门及各部门主管培训, 强调不能因员工的申诉而处罚员工, 员工也表示不用担心因为申诉而被报复。工厂的奖惩政策和措施符合法律要求。	
<u>Remarks from Auditee</u>	

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 192754] Audit Date: 21/09/2020 PA Score: B

Deadline date:31/12/2020

GOOD PRACTICES:

It was noted that factory had made the exercise for calculating the BNW and paid more than the value calculated. The lowest total remuneration wage by factory was RMB 2703/month higher than the BNW 2227.5/month calculated by factory. 审核发现工厂已经计算了体面工资，并且支付的高于体面工资。最低支付的工资为2703元每月，高于工厂计算的体面工资2227.5元每月。

AREAS OF IMPROVEMENT:

Workers wage was calculate by hourly rate basis and the actual minimum wage was RMB 2703 per month, which was above legal minimum standard. The legal minimum standard was RMB 2020 per month since August 1st, 2020. Wage was paid around 10th of each month by cash. The payment cycle was a natural month. Payrolls of 15 workers from June 2020 to August 2020 were reviewed randomly. 150%, 200% and 300% of normal rate wages were paid for overtime on working day, weekend and holiday. Paid holidays were provided to the workers according to legal requirements. This follow-up audit conducted on September 21st, 2020: The last audit findings were partially corrected: PA 5.4 Base on document review, management, workers and WRs interview, it was noted that factory had made the exercise for calculating the BNW and paid more than the value calculated. The lowest total remuneration wage by factory was RMB 2703/month higher than the BNW 2227.5/month calculated by factory.

工人的工资按时薪计算，实际最低工资发放为2703元每月，高于法定最低工资标准。当地的最低工资标准从2018年8月1日开始为RMB2020。工资在每月10号通过现金发放。工资支付周期为一个自然月。随机抽了15名工人从2020年6月至2020年8月的工资记录。加班工资在工作日，周末和节假日分别为正常工资的1.5倍，2倍和3倍支付。带薪休假已依法规要求提供给工人。2020年9月21日跟进审核结果：上次发现问题部分改善：PA 5.4 通过文件查阅，管理层，员工和员工代表访谈，发现工厂已经计算了体面工资，并且支付的高于体面工资。最低支付的工资为2703元每月，高于工厂计算的体面工资2227.5元每月。

5.5 - The result of follow up on September 21st, 2020: Open It was noted that there were 48 employees in the facility, 8 employees were retirees, 0 employee was temporary, 0 employee was dispatch, 0 employee was newly joined, so 40 employees should be covered in social insurance in this audit. Social insurance receipts from September 2019 to August 2020 were provided for review, as the social insurance receipt of most recent month (August 2020), it was noted that the factory provided 32 out of 40 employees (80%) with pension insurance, medical insurance, maternity insurance, unemployment insurance and accident insurance. The factory did not provide commercial accident insurance to other employees who were not covered by social insurance. The facility did not obtained waiver about social insurance from the local government. The reason that some employees did not purchase social insurance was that they wanted to make more money and were not willing to take part of their wage to purchase social insurance.(Article 72&73 of the Labor Law of the People's Republic of China)

2020年09月21日跟进审核结果：未关闭工厂提供了2019年9月到2020年8月的社保收据以供审核。工厂的社会保险覆盖不足。工厂有48名员工，有8名退休员工，有0名临时工，0名派遣工，0名新员工，在本次审核中40名员工应参保社会保险。根据2020年8月份的社保收据显示，工厂40名员工中的32名（80%）提供了医疗保险，养老保险，生育保险，失业保险和工伤保险。工厂没有提供商业意外险给其他没有参加社会保险的员工。没有取得当地政府颁发的有关社保的批文。部分员工不参加社会保险的原因是他们不想拿出一部分工资购买社会保险以取得更多的当期收入。（《中华人民共和国劳动法》第七十二条，第七十三条）

Remarks from Auditee:

Full Audit [Audit Id - 181122] Audit Date: 26/05/2020 PA Score: C

Deadline date:25/05/2021

Good practices

None.

Areas of improvement

The factory provided the payrolls from April 2019 to March 2020 for review. The local legal minimum wage standard was RMB11.61 per hour equal to RMB2,020 per month since August 1, 2018. All employees were paid no less than minimum wage standard (no less than RMB13.79 equal to RMB2,400 per month in all selected months). Wages were paid by cash no late than 30th of each month in the following month, which complied with legal requirements. 'Pay-slips' were distributed to all workers when wages were paid. It was also cross verified during worker's interview. All employees were paid based on the positions and working hours etc., and same salary was paid for same work. The factory's social insurance coverage was insufficient, social insurance receipt from May of 2019 to April of 2020 was provided for review. As the social insurance receipt of latest month (April 2020), 31 out of 41 (around 75.61%) employees not retired yet had been covered by retirement, unemployment, medical, work-related injury and maternity insurance. All other employees were not provided with commercial insurance. There was no temporary, dispatch employee or new employee, there were 7 retirees. The reason of other employees did not purchase social insurance was that they wanted to make more money and were not willing to take part of their wage to purchase social insurance. Based on the provided payrolls, the lowest normal wage for workers was RMB2,400/month in all selected months, which was less than local living wage (RMB3934.69/month) calculated by the auditor. The factory provided leave according to employees' application and legal requirement on paid basis. Maternity benefit was provided to female employee who was legally entitled to this welfare as per legal requirements. No illegal or unreasonable deduction had been identified through document review or reported by the interviewed workers. But there were still some improvements needed:

工厂提供了2019年4月至2020年3月的工资册供查阅。当地法定最低工资标准是11.61元/小时等同于2020元/月（2018年8月之后）。工厂支付给工人的工资在所有抽样月最低为13.79元/小时等同于2,400元/月，符合最低工资标准。每月工资在下个月不超过30号以现金发放，符合法律要求。在工资发放时给员工发放了工资条。在员工访谈中对上述事实进行了交叉验证。所有工人根据其工作岗位和时间等支付工资，并实行同工同酬。审核员发现工厂的社会保险覆盖不足。工厂提供了2019年5月到2020年4月的社保收据，根据工厂提供的最近月2020年4月社会保险缴费单据显示工厂有31/41名未退休员工提供了养老，失业，医疗，工伤和生育保险。没有为其他工人购买商业保险。没有临时，派遣工，新员工，有7名退休工人。通过员工访谈以及管理层访谈，其他工人想要多挣点工资，不愿意购买社保。根据工厂提供的工资册，在抽样月支付给工人的最低的正常工资为2400元/月，低于审核员计算出的当地的体面的基本生活工资3934.69元/月。工厂按照法律要求并根据员工申请提供了带薪假期并给符合要求的女性员工提供了产假。通过员工访谈及记录查询没有发现任何形式的不合理扣款。但仍有需要改进的地方：

5.4 - Based on satisfactory evidence, the factory has paid higher than local legal minimum wage. However, the auditee did not calculate BNW. Based on the provided payrolls, the lowest normal wage for part workers was no less than RMB2,400/month currently, which was less than local living wage (RMB3934.69/month) calculated by the auditor.

基于满意的证据,工厂支付的工资高于当地最低工资标准,但是,工厂没有计算基本需求工资。根据工厂提供的工资册,在抽样月支付给部分抽样员工工人的最低的正常工资为2400元/月,低于审核员计算出的当地的体面的基本生活工资3934.69元/月。

5.5 - Based on satisfactory evidence, it was noted that the factory's social insurance coverage was insufficient, social insurance receipt from May of 2019 to April of 2020 was provided for review. As the social insurance receipt of latest month (April 2020), 31 out of 41 (around 75.61%) employees not retired yet had been covered by retirement, unemployment, medical, work-related injury and maternity insurance. Remark: All other employees were not provided with commercial insurance. There was no temporary, dispatch employee or new employee, there were 7 retirees. The reason of other employees did not purchase social insurance was that they wanted to make more money and were not willing to take part of their wage to purchase social insurance. (PRC Labor Law Article 72)

基于满意的证据,审核员发现工厂的社会保险覆盖不足。工厂提供了2019年5月到2020年4月的社保收据,根据工厂提供的最近月2020年4月社会保险缴费单据显示工厂有31/41名未退休员工提供了养老,失业,医疗,工伤和生育保险。备注:没有为其他工人购买商业保险。没有临时,派遣工,新

<p>员工, 有7名退休工人。通过员工访谈以及管理层访谈, 其他工人想要多挣点工资, 不愿意购买社保。(《中华人民共和国劳动法》第七十二条)</p>	
<p><u>Remarks from Auditee</u></p>	
<p>Performance Area 6 : Decent Working Hours</p>	
<p>1- Followup Audit [Audit Id - 192754] Audit Date: 21/09/2020 PA Score: D</p>	<p>Deadline date:31/12/2020</p>
<p>GOOD PRACTICES: NONE</p>	
<p>AREAS OF IMPROVEMENT:</p> <p>The factory established one policy of working hour system. According to the policy and implementation record, the workers worked 8 hours per day and 5 days per week. All workers worked with 1 shift: 07:30-16:30, OT was 1 hour (16:30-17:30) on weekdays sometimes and OT 9 hours on Saturday usually. The factory had ensured the workers had at least one day off per week and arranged rest on Sundays. Furthermore, the workers had at least 8 hours' rest every day. The workers could take rest during the working time when they felt tired. All this processes and implementation was verified by interview with the workers and document review. This follow-up audit conducted on September 21st, 2020: the last audit finding was not corrected:</p> <p>工厂制定了工时政策。按照政策以及工厂实际的执行情况, 员工每天工作8小时每周工作5天。所有的工人工作1班制: 07:30-16:30, 工作日有时会安排1小时(16:30-17:30)加班, 周六会安排加班9个小时。工厂保证工人每周日休息。工厂保证员工每天至少有8小时的休息时间, 并且员工在工间如果觉得疲惫, 可自由选择休息几分钟。以上都已从员工访谈以及文件信息等方面进行核实。2020年9月21日跟进审核结果: 上次发现问题未改善:</p> <p>6.2 - The result of follow up on September 21st, 2020: Open Based on 5 sample workers' overtime records and payroll from three sampled months (August 2020, July 2020 and June 2020) provided by the factory, it was noted that 5 out of 5 selected workers' monthly overtime were 66 hours in August 2020, 5 out of 5 randomly selected workers' monthly overtime were 59 hours in July 2020, 5 out of 5 randomly selected workers' monthly overtime were 57 hours in June 2020, exceeded legal overtime limit: 36 hours per month. (The PRC Labor Law article 41)</p> <p>2020年09月21日跟进审核结果: 未关闭 基于抽样5名员工2020年8月, 2020年7月, 2020年6月的考勤记录发现, 5名员工中的5人在2020年8月加班时间为66小时, 5名员工中的5人在2020年7月加班时间为59小时, 5名员工中的5人在2020年6月加班时间为57小时。超过法定的36小时。(《中华人民共和国劳动法》第41条)</p>	
<p><u>Remarks from Auditee:</u></p>	
<p>Full Audit [Audit Id - 181122] Audit Date: 26/05/2020 PA Score: D</p>	<p>Deadline date:25/05/2021</p>
<p><u>Good practices</u></p>	
<p>None.</p>	
<p><u>Areas of improvement</u></p> <p>The factory provided the working time records since April 2019 for review. By cross checking those records, production records and interview with the management, workers and worker representative. no inconsistency on working hours was identified during the audit. The peak months were not obvious. All employees ran 1 shift, from 7:30 to 16:30 with 1 hour lunch break from 11:30 to 12:30, workers generally had overtime work at night for 1 hour from 16:30 to 17:30 & 5 nights per week, 9 hours from 7:30 to 17:30 at Saturday (lunch break from 11:30 to 12:30), but all employees always had one day off per week. Fingerprint attendance machine was used for recording check in/out time and every employee should record their working time when they entered and exited the facility. But there were still some improvements needed:</p> <p>工厂提供了自2019年4月以来的考勤记录供查阅。根据交叉审核工厂提供的考勤数据、生产记录和员工访谈, 没有发现关于工时方面不一致。工厂淡旺季不明显。工人实行长白班工作制: 工作时间从早上7:30至下午4:30, 中午休息时间为11:30至12:30; 工人通常在从16:30-17:30加班1小时及每星期加班5个晚上, 周六从7:30至下午5:30加班9小时(中午休息11:30到12:30)。但所有员工每周至少休息1天。工厂使用指纹考勤系统记录工作时间。但仍有需要改进的地方:</p> <p>6.2 - Based on satisfactory evidence, based on 5 sample workers' overtime records and payroll from three sampled months (August of 2019, November of 2019, March of 2020) and 5 samples from recent month May of 2020 provided by the factory, it was noted that all randomly selected workers' monthly overtime were 67 hours in August of 2019, all randomly selected workers' monthly overtime were 66 hours in November of 2019, all randomly selected workers' monthly overtime were 57 to 58 hours in March of 2020, exceeded legal overtime limit: 36 hours per month. The maximum monthly overtime is 67 hours. (PRC Labor Law Article 41)</p> <p>基于满意的证据, 基于抽样5名员工, 2019年8月, 2019年11月, 2020年3月和2020年5月(最近月)的考勤记录发现, 随机抽样5名员工2019年8月, 5名员工2019年11月, 5名员工在2020年3月, 加班时间分别为67, 66, 57到58小时, 超过法定36小时的限制。最大月加班时间为67小时/月。(《中华人民共和国劳动法》第四十一条)</p>	
<p><u>Remarks from Auditee</u></p>	

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 192754] Audit Date: 21/09/2020 PA Score: A

Deadline date:31/12/2020

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The auditee established policies and procedures on health and safety, and implemented it accordingly, such as one senior manager was appointed in charge of health and safety issues, safety trainings were provided to the workers regularly. Fire-fighting facilities, such as fire extinguisher, fire hydrant, fire alarm were installed and inspected monthly in the workshop. Fire drills were conducted twice per year, and the most recent fire drill was conducted on August 14th, 2020. There were three qualified first aiders in the factory, and enough first aid kits were available in the workshop. The factory claimed that the workers had the right to remove themselves from the imminent danger without seeking prior permission from the factory, which was verified base on workers interview. Drinking water was freely provided to workers. Enough toilets were provided to the workers. N/A note: 7.21 There was no canteen in the factory. 7.23 The factory did not provide transportation to workers. 7.24 There was no dormitory. This follow-up audit conducted on September 21st, 2020: The last audit findings were partial corrected: PA 7.9 Based on factory tour, it was noted that the warning sign was posted on the electrical box in the cutting workshop. PA 7.13 Based on factory tour, it was noted that the electrical boxes in cutting workshop were equipped with insulation protective device.

被审核方建立健康安全政策及程序并依要求执行, 例如指定一名高级管理层负责健康安全事宜, 工厂定期给员工提供各种安全培训。消防设施如灭火器、消防栓、警铃等已在车间安装并每月检查。消防演习一年举行二次, 最近一次消防演习于2020年8月14日举行。工厂有三个有资质的急救员, 车间都配备药箱。工厂称工人有权在遇到危险时可以不经许可先逃离危险, 并通过员工访谈进行确认。免费饮用水提供给所有的员工。足够的厕所提供给工人。备注: 7.21工厂未提供食堂。7.23工厂没有提供交通给工人。7.24工厂没有提供宿舍。2020年9月21日跟进审核结果: 上次发现问题部分改善: PA 7.9 基于现场走访, 发现裁剪车间的电开关盒已经张贴了警示标志。PA 7.13基于现场走访, 发现裁剪车间的电开关盒安装绝缘保护装置。

- 7.1 - The result of follow up on September 21st, 2020: Open It was noted that the factory had established health and safety management system according to BSCI COC and local laws, but it was not operated effectively, because there was some findings noted on PA7 regarding violations on health and safety regulations.
2020年09月21日跟进审核结果: 未关闭 审核员发现工厂已经按照BSCI的行为准则和的那个地方案例建立了健康安全体系, 但是健康安全管理体系没有有效运行, 因为在PA7发现关于违反法定的健康安全体系问题。
- 7.2 - The result of follow up on September 21st, 2020: Open It was noted that 8 employees were not provided with accident insurance or commercial accident insurance, 8 retired employees were not provided with commercial accident insurance in the factory.
2020年09月21日跟进审核结果: 未关闭 审核发现工厂没有提供给8名员工提供工伤保险或商业意外险, 8名退休员工没有提供商业意外险。
- 7.3 - The result of follow up on September 21st, 2020: Open It was noted that employees in knitting workshops were in contact with dust and noise. However, the factory did not provide occupational health check for all related employees in recent 12 months. (Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases)
2020年09月21日跟进审核结果: 未关闭 审核发现织造车间的员工接触粉尘和噪声, 但是工厂最近12个月没有为车间接触职业危害(粉尘, 噪音)的员工提供职业病体检。(《中华人民共和国职业病防治法》第35条)
- 7.6 - The result of follow up on September 21st, 2020: Open It was noted that the factory had provided the personal protective equipment for all the related employees, however, 1 worker in knitting workshop did not wear earplug during the working time. (PRC on Work Safety Article 42)
2020年09月21日跟进审核结果: 未关闭 审核发现工厂有为所有的员工提供相关的劳保用品, 但是, 1名织造车间的员工没有佩戴耳塞。(《中华人民共和国安全生产法》第42条)
- 7.22 - The result of follow up on September 21st, 2020: Open It was noted that the sanitary facilities in the workshops were not clean in the factory. Also, no toilet paper was provided in the factory toilet.
2020年09月21日跟进审核结果: 未关闭 审核发现工厂车间厕所的洗手台不干净。并且工厂也没有提供厕纸。

Remarks from Auditee:

Full Audit [Audit Id - 181122] Audit Date: 26/05/2020 PA Score: B

Deadline date:25/05/2021

Good practices

None.

Areas of improvement

The health and safety procedures had been established in the auditee. The audited factory had conducted the risk assessments and taken actions to related risks in the factory. The audited factory had ensured that fire facilities such as, fire extinguishers and hydrants were installed in all workshops, warehouses and office area, fire alarms were installed and the emergency exits or passage ways were clearly marked, all workers could escape from their workshop freely without the permission of the management employees, regularly fire drills were conducted, twice per year. Adequate first aid materials were available in the factory and inspected regularly. Drinkable water was provided for all workers at any time. The audited factory did not provide food, dormitory or transportation for workers. Therefore, 7.21&7.23&7.24 were not applicable. However, gaps have been identified in implementation:

被审核方已经制定了健康安全的程序文件。被审核工厂进行了健康安全风险的评估, 并且针对风险进行了改善。在消防安全方面, 工厂在每个车间, 仓库和办公室均配备了消防栓、灭火器等消防设施。安装了紧急报警装置, 并且明确的标识了安全出口以及疏散通道。员工在发生紧急情况时, 无需得到管理人员的批准, 即可逃生。并且工厂定期进行了疏散的演习, 每年两次。工厂配备了足够的急救设施, 如急救的药箱。工厂定期检查药箱并且保证所有的药品随时都能使用。工厂保证员工随时可以喝到饮用水。被审核工厂未给员工提供工作餐、宿舍, 交通。因此, 7.21&7.23&7.24不适用。然而执行过程中仍然有发现不符合项:

- 7.1 - Based on satisfactory evidence, it was noted that the health & safety management system was established in the factory, there was EHS Manager (Guobin Yan) responsible for it. The latest EHS meeting was conducted on March 20, 2020. However, it was not operated effectively, which resulted in some findings on PA7 regarding violations on legal occupational health and safety regulations were identified during the audit.
基于满意的证据, 因为工厂有建立健康安全管理体系, 有专门的EHS经理(严国斌)负责。最新的健康安全会议在2020.3.20举行。但是, 体系没有有效运行, 导致在PA7发现关于违反法定的职业健康安全问题。
- 7.2 - Based on satisfactory evidence, it was noted that the factory's social insurance coverage was insufficient, social insurance receipt from May of 2019 to April of 2020 was provided for review. As the social insurance receipt of latest month (April 2020), 31 out of 41 (around 75.61%) employees not retired yet had been covered by work-related injury insurance. All other employees were not provided with commercial insurance. There was no temporary, dispatch employee or new employee, there were 7 retirees.
基于满意的证据, 审核员发现工厂的社会保险覆盖不足。工厂提供了2019年5月到2020年4月的社保收据, 根据厂方提供的最近月2020年4月社会保险缴费单据显示工厂有31/41名未退休员工提供了工伤保险。备注: 没有为其他工人购买商业保险。没有临时, 派遣工, 新员工, 有7名退休工人。
- 7.3 - Based on satisfactory evidence, it was noted that employees in weft knitting and warp knitting workshops were in contact with dust, noise, etc. However, the factory did not provide occupational health check for all related employees in recent 12 months. (Article 35 Law of the People's

<p>Republic of China on the Prevention and Treatment of Occupational Diseases) 基于满意的证据,工厂最近12个月没有为纬编,经编车间接触职业危害(粉尘,噪音)的员工提供职业病体检。(《中华人民共和国职业病防治法》第35条)</p>	
7.6 -	<p>Based on satisfactory evidence, it was noted that the auditee had provided the personal protective equipment for all related employees, however, 1 employee in the weft knitting workshop did not wear earplug during working time. (PRC on Work Safety Article 42) 基于满意的证据,工厂有为所有的员工提供相关的劳保用品,但是,1名纬编车间的员工没有佩戴耳塞。(《中华人民共和国安全生产法》第42条)</p>
7.9 -	<p>Based on satisfactory evidence, it was noted that no warning sign was posted on one electrical box in cutting workshop. (Employing Unit Occupational Disease Hazard Notification and Warning Sign Supervision Regulations Article 13) 基于满意的证据,工厂裁剪车间的一个的电开关盒没有张贴警示标志。(《用人单位职业病危害告知与警示标识管理规范》第十三条)</p>
7.13 -	<p>Based on satisfactory evidence, it was noted that one electrical box in cutting workshop was exposed without insulation protective device. (General Guide for Safety of Electric User GBT 13869-2017 Article 5.1.2) 基于满意的证据,裁剪车间一个开关盒没有安装绝缘保护装置。(《用电安全导则》GBT 13869-2017第5.1.2条)</p>
7.22 -	<p>Based on satisfactory evidence, it was noted that the sanitary facilities in the workshops were not clean in the factory. Also, no toilet paper was provided. 基于满意的证据,工厂车间厕所的洗手台不干净。也没有提供厕纸。</p>
<p><u>Remarks from Auditee</u></p>	
<p>Performance Area 8 : No Child Labour</p>	
<p>1- Followup Audit [Audit Id - 192754] Audit Date: 21/09/2020 PA Score: A Deadline date:</p>	
<p>GOOD PRACTICES: NONE</p>	
<p>AREAS OF IMPROVEMENT: Not rated because of no finding for this PA in last audit. 因为上次审核没有问题点,未作评估。</p>	
<p><u>Remarks from Auditee:</u></p>	
<p>Full Audit [Audit Id - 181122] Audit Date: 26/05/2020 PA Score: A Deadline date:</p>	
<p><u>Good practices</u></p>	
<p>None.</p>	
<p><u>Areas of improvement</u></p>	
<p>The overall assessment shows that the auditee fulfils the requirements of this area. There was no child labor identified during document review, plant tour and worker interviews. The youngest employee is over 20 years old, who was born on October 7, 1999 and started the work in the factory on May 18, 2018. Factory had a written policy not to engage in child labor usage and company had developed a policy for remediation in case children found on work floor. Employees' ID cards were checked upon hiring. No historical child labor was reported by the interviewed workers. 总体评估显示被审核方达到了本部分的要求。在工厂现场查看,员工访谈及文件查阅中均没有发现工厂有使用过童工。最小员工20周岁,出生于1999年10月7,2018年5月18日开始在该工厂工作。工厂建立的书面政策防止录用童工并建立了童工拯救措施以预防万一由于失误录用童工。在员工录用时均检查了身份证。没有发现任何历史性童工的证据。</p>	
<p><u>Remarks from Auditee</u></p>	

Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 192754] Audit Date: 21/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: Not rated because of no finding for this PA in last audit. 因为上次审核没有问题点，未作评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 181122] Audit Date: 26/05/2020 PA Score: A	Deadline date:
<u>Good practices</u> None.	
<u>Areas of improvement</u> The factory established necessary mechanisms to prevent, identify and mitigate harm to young workers. The youngest employee is over 20 years old, who was born on October 7, 1999 and started the work in the factory on May 18, 2018. In the grievance mechanisms it was regulated that workers can lodge grievances if there was young worker not identified or not protected. N/A Note (9.1/9.2/9.4/9.5/9.6): There was no juvenile worker found in this factory during this audit through document review, worker interview, management review and onsite observation. 工厂建立了必要的管理机制来识别未成年工，防止或者减少对于未成年工的伤害。最小员工20周岁，出生于1999年10月7，2018年5月18日开始在该工厂工作。在申诉机制中规定员工可以向工厂反映未被识别的未成年工或者未成年工权益受到伤害的情况。备注：通过文件查看，员工访谈和现场观察均没有在工厂发现未成年工。	
Remarks from Auditee	
Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 192754] Audit Date: 21/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: All 48 employees were permanent employees and hired directly by factory. Labour contracts were all concluded between the factory and workers. The content of the labor contracts statement included the description of working hours, training, rest time, pay date and leave etc. which was in accordance with the legal requirement and ILO. Based on interview statement of the workers, the workers understood well of the content of labor contract and no illegal employment was found during the current audit. This follow-up audit conducted on September 21st, 2020: The last audit findings were corrected: PA 10.3 Based on document review and workers interview, it was noted that the occupational hazards monitoring report was conducted in the factory, and occupational disease might result in the working process of some workers in the factory (e.g. noise and dust in the knitting workshop). And the facts, harmful effects, consequences, protective measures and necessary treatment of occupational diseases were indicated in their employment contracts. 所有48名员工都是固定员工，并由工厂直接招聘。工厂和每个员工签订了劳动合同。劳动合同的内容包括工时，培训，休息时间，支付时间和假期等，这些内容均符合法规以及国际标准。基于员工访谈，员工了解劳动合同内容，此次审核过程中，工厂无不符合法规的用工形式存发现。2020年9月21日跟进审核结果：上次发现问题已经改善： PA 10.3基于文件查阅和员工访谈，发现工厂进行了职业危害因素监测，某些工序的部分员工可能会导致职业病（例如，织造车间的噪音和粉尘）。工厂把职业病的有害后果，影响，防护措施和必要的治疗在已经劳动合同中进行了提醒。	
Remarks from Auditee:	
Full Audit [Audit Id - 181122] Audit Date: 26/05/2020 PA Score: A	Deadline date:25/05/2021
<u>Good practices</u> None.	
<u>Areas of improvement</u> The overall observation showed that the audited factory fulfilled most requirements in this performance area. The auditee had set up hiring procedures and provided orientation training to all employees about their legal rights and responsibilities regarding such as, wages and benefits, working hours and disciplinary measure, etc. As per documents reviews, on-site observation and employees' interviews, it was noted that there was no temporary worker, home worker or student at school ages hired by the audited factory and the factory also did not use dispatched workers. At the same time, the audited factory signed labor contracts with all employees and also provided copies of the labor contract to all employees. However, gaps have been identified in implementation: 整体观察显示，被审核工厂目前满足该评估区域的大部分要求。工厂建立了招聘程序，并给员工提供了关于合法权利与义务的入职培训，比如有关工资福利、工作时间、惩戒的措施等。通过文件审核，现场审核及员工的访谈，发现工厂没有使用临时员工、家庭工人，学生工，所有员工都是工厂直接招聘的，没有使用劳务派遣工。同时，工厂和所有的员工都签订了劳动合同，并给员工提供了一份劳动合同副本。然而执行过程中仍然有发现不符合项： 10.3 - Based on satisfactory evidence, the occupational hazards monitoring report was conducted in this factory, it was noted that occupational disease might result in the work process of some employees in the factory (e.g. noise and dust in the weft knitting and warp knitting workshop). However, the facts, harmful effects, consequences, protective measures and necessary treatment of occupational diseases were not indicated in their employment contracts. (PRC Law of Prevention and Control of Occupational Diseases Article 33) 基于满意的证据,工厂进行了职业危害因素监测，审核发现工厂某些工序的部分员工可能会导致职业病（例如，纬编和经编车间的噪音和粉尘）。然而，职业病的有害后果，影响，防护措施和必要的治疗在劳动合同中没有记录。（《中华人民共和国职业病防治法》第三十三条）	
Remarks from Auditee	

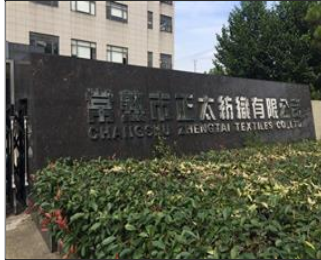
Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 192754] Audit Date: 21/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: Not rated because of no finding for this PA in last audit. 因为上次审核没有问题点, 未作评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 181122] Audit Date: 26/05/2020 PA Score: A	Deadline date:
<u>Good practices</u> None.	
<u>Areas of improvement</u> The overall observation showed that the audited factory currently fulfilled all requirements in this performance area. The factory had set up the social policies and procedures on no bonded labor and special training was provided to all management particularly supervisors and those in human resources department. As per audited factory regulations and workers' interviews, it was confirmed that all employees chose the audited factory freely without monetary deposit or original personal documents withheld. The audited factory only kept one copy of workers' identification card for documentation purpose in their personnel files. Through on-site observation and workers' interviews, no corporal punishment, mental or physical coercion or verbal abuse was identified in the factory. 整体观察显示, 被审核工厂目前满足该评估区域的所有要求。工厂建立了关于禁止强迫劳动的社会责任政策和程序, 且为管理人员, 尤其是管理和人力资源部门的人员提供了专门的培训。通过查看企业的规章制度, 员工访谈发现, 所有员工都是自主选择在企业工作, 没有交付押金或者个人证件的原件。工厂仅在他们的人事档案中保留了一份员工身份证的复印件。通过现场观察和员工访谈, 没有发现体罚、精神, 身体胁迫或口头的虐待等存在。	
Remarks from Auditee	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 192754] Audit Date: 21/09/2020 PA Score: A	Deadline date:31/12/2020
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: The factory had established related environmental policies to respect the local law requirements. The factory had obtained environment permit as local law requirement. No illegal discharge was disclosed during the current audit. This follow-up audit conducted on September 21st, 2020: the last audit finding was not corrected: 工厂已经建立了相关的环境方针政策来保证遵守当地的法律要求。工厂获取了符合法规要求的环境证书。在此次审核中没有发现工厂有非法排放。2020年9月21日跟进审核结果: 上次发现问题未改善: 12.4 - The result of follow up on September 21st, 2020: Open It was noted that the factory was unable to provide the monitoring report of noise emitted from production process (knitting workshops) for review. (PRC Law of Prevention and Control of Pollution From Environmental Noise Article 23) 2020年09月21日跟进审核结果: 未关闭 审核发现工厂未能提供最厂界噪音(来源于生产织造车间) 监测报告查看。(中华人民共和国环境噪声污染防治法第23条)	
Remarks from Auditee:	
Full Audit [Audit Id - 181122] Audit Date: 26/05/2020 PA Score: A	Deadline date:25/05/2021
<u>Good practices</u> None.	
<u>Areas of improvement</u> The overall observation showed that the auditee partially fulfilled the requirements in this performance area. The audited factory had continuously identified the significant impact and environmental implication associated to their normal activities and carried out the impact assessment regularly. Policies and procedures had been established to incorporate relevant environmental laws and there was a designated staff responsible for collecting and updating relevant environmental laws and regulations. However, gaps had been identified in implementation: 整体观察显示, 被审核工厂目前部分履行了对该区域的要求。被审核工厂能持续识别与其日常的经营活动相关的重要环境影响和因素, 并定期进行环境的影响的评估。根据其所适用的环境的法规, 建立了相关的政策, 程序文件, 并指定了专门的负责人来负责相关环境的法律法规的收集和更新。然而, 在实际执行过程中仍然存在问题: 12.4 - Based on satisfactory evidence, it was noted that the auditee was unable to provide a monitoring report of noise emitted from production process (weft knitting and warp knitting workshops) for review. (PRC Law of Prevention and Control of Pollution From Environmental Noise Article 23) 基于满意的证据, 被审核方未能提供最厂界噪音(来源于生产工序纬编和经编车间) 监测报告查看。(中华人民共和国环境噪声污染防治法第23条)	
Remarks from Auditee	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 192754] Audit Date: 21/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The factory had established a set of procedures to avoid, investigate and discipline fraud, falsification or misrepresentation. The factory had identified the situations and activities where act of corruption, extortion and embezzlement were most likely to happen and developed related policies and procedures against them. All required documents were provided on timely and through cross checking, no falsified information was found in the current audit. This follow-up audit conducted on September 21st, 2020: The last audit findings were corrected: PA 13.2 Base on document review and management interview, it was noted that the factory provided one certificate from Changshu Market Supervision Administration which indicated the business license address "9-1# Jiulong Road, Shajiabang Town, Changshu City, Jiangsu Province and China" was including all buildings in the compound, there was no need to update the business license.</p> <p>工厂已经建立了一系列的程序, 以避免、调查、惩罚任何欺骗、伪造及虚假陈述的行为。工厂已经识别了各种可能存在贪污、勒索和侵占的情形及行为, 并制定了相关的反腐败、反贪污的政策文件。本次审核中, 工厂及时提供了所要求的所有文件和信息, 且在交叉验证时, 没有发现伪造的信息。2020年9月21日跟进审核结果: 上次发现问题已经改善: PA 13.2 基于文件查阅和管理层访谈, 发现工厂提供了常熟市市场监督管理局出具的一份证明文件, 证明文件显示工厂营业执照地址江苏常熟市沙家浜镇久隆路9号1幢包含了所有的建筑, 没有更新营业执照的要求。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 181122] Audit Date: 26/05/2020 PA Score: A	Deadline date:25/05/2021
<u>Good practices</u>	
None.	
<u>Areas of improvement</u>	
<p>The auditee identified the situations and activities where act of corruption, extortion and embezzlement were most likely to happen and developed related policies and procedures against them. All required documents were provided on time and through cross checking, no falsified information was identified in this audit. The audited factory had established a set of procedures to avoid, investigate and discipline fraud, falsification or misrepresentation. However, gaps had been identified in implementation:</p> <p>被审核识别了各种可能存在贪污、勒索和侵占的情形及行为, 并制定了相关的反腐败、反贪污的政策, 程序。本次审核, 工厂及时提供了所要求的所有文件和信息, 且在交叉验证时, 没有发现伪造的信息。同时, 工厂建立了一系列的程序, 以避免、调查、惩罚任何欺骗、伪造及虚假陈述的行为。然而, 在实际执行过程中仍然存在问题:</p> <p>13.2 - Based on satisfactory evidence, the address on the business of the factory was 9-1# JIULONG ROAD, SHAJIABANG TOWN, CHANGSHU, JIANGSU, CHINA. However, the actual operation address of the factory was 9-1#&2# JIULONG ROAD, SHAJIABANG TOWN, CHANGSHU, JIANGSU, CHINA. 2# was not covered by the business license. The auditee did not update the business license. (Administrative Regulation on Registration for Enterprise Legal Person of the People's Republic of China Article 17)</p> <p>基于满意的证据,工厂的营业执照地址是江苏省常熟市沙家浜镇久隆路9号1幢。然而, 工厂的实际经营地址为江苏省常熟市沙家浜镇久隆路9号1幢和2幢。2幢没有被营业执照覆盖。被审核方没有更新营业执照。(《中华人民共和国企业法人登记管理条例》第十七条)</p>	
Remarks from Auditee	

Summary 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	21/09/2020	192754	D	B	A	A	B	D	A	A	A	A	A	A	A	C
Full Audit	26/05/2020	181122	D	B	A	A	C	D	B	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
1-1 Photo of facility name.JPG



External photo(s) of the production unit(s)
1-2 External photos of the production units.JPG



Photo first aid facilities
2-1 Photo of first aid facilities.JPG



Photo of chemical storage room (if applicable)
3-1 Photo of the Chemical storage area.JPG



Photo of chemical storage room (if applicable)
3-2 Photo of MSDS for chemical.JPG



Photo of fire safety equipment
4-1 Photo of fire extinguishers.JPG



Photo of fire safety equipment
4-2 Photo of fire hydrant.JPG



Photo of fire safety equipment
4-3 Photo of emergency lights exit indicator.JPG



Photo of fire safety equipment
4-4 Photo of fire evacuation plan.JPG



Photo of fire safety equipment
4-5 Photo of exit route with marking.JPG



Photo of fire safety equipment
4-6 Photo of fire alarm.JPG



Photo of non-conformity
5-1 Photo of no PPE worn.JPG



Photo of non-conformity
5-2 Photo of no toilet paper provided.JPG



Photo of non-conformity
5-3 Photo of dirty washing facility.JPG



Photo of the code of conduct on display
7-1 Photo of the CoC on display.JPG



Photo of the inside of the main production hall
9-1 Photo of warehouse.JPG



Photo of the inside of the main production hall
9-2 Photo of knitting section.JPG



Photo of the inside of the main production hall
9-2 Photo of knitting section-2.JPG



Photo of the inside of the main production hall
9-3 Photo of cutting section.JPG



Photo of the inside of the main production hall
9-4 Photo of sewing section.JPG



Photo of the inside of the main production hall
9-5 Photo of inspection and packing sections.JPG



Photo of the personal protection equipments (if applicable)
11-1 Photo of the personal protection equipment.JPG



Photo of the personal protection equipments (if applicable)
11-2 PPE Signaling.JPG

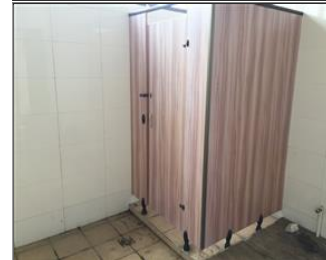


Photo of the sanitary facilities
13-1 Photo of toilet.JPG



Photo of the sanitary facilities
13-2 Photo of washing facility.JPG



Photo of the inside of the main production hall
14-3 Photo of potable water.JPG



Photo of the inside of the main production hall
14-4 Photo of attendance recorder.JPG



Photo of the inside of the main production hall
14-5 Photo of suggestion box.JPG