
Auditee :	SUZHOU YAOZHENG TEXTILES CO.,LTD
Audit Date From :	13/03/2020
Audit Date To :	13/03/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Roc Yang(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



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Rating Definitions



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

Main Auditee Information



Name of producer :	SUZHOU YAOZHENG TEXTILES CO.,LTD		
DBID number :	398625		
Audit ID :	174939		
Address :	No.3rd floor and No.4th floor No.118, WeiNan Road Weitang town, Xiangcheng District, Suzhou City		
Province :	Jiangsu	Country :	China
Management Representative :	Zhongyuan WANG		
Contact person:	Xiangkui XIN	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Home textiles
Product Type :	Blanket		

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 : 13/03/2021	

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

Executive summary of audit report

SUZHOU YAOZHENG TEXTILES CO.,LTD (苏州耀正纺织有限公司) was located at No.3rd floor and No.4th floor No.118, WeiNan Road Weitang town, Xiangcheng District, Suzhou City, Jiangsu China (苏州市相城区渭塘镇渭南路118号第3层/第4层). In view of factory, The auditee currently used whole 3F and whole 4F of one 4-storey production building as office, production and warehouse (3F was used as office, cutting, sewing and packing, 4F was used as warehouse). The total construction area occupied by the auditee was about 3500 square meters.

The facility specialized in the manufacture of Blanket. The production process included: cutting sewing, inspection and packing.

The auditee only rented whole 3F and whole 4F of the building from the landlord, the 1F was rented by A factory (Manufacture of metal products) from the same building owner, the 2F was rented by B factory (Manufacture of furniture) from the same building owner. The other 5 buildings were used by other several factories. Per management interview, employee interview and factory tour, it was noted that the auditee and other factories manufactured different products, they had independent business licenses and management systems, no employee or workshop was shared. The other factories did not have business relationship with the auditee. The auditee provided independent business licenses and lease contracts for review, so this audit scope just focused on the rented area of the auditee.

As per management and workers interview, there was no peak and low season at the factory. Confirmed by management and workers interview, there are no agencies used by the auditee, which makes the agency labour contact not applicable. No contractor was used by the auditee, so the contractor license was not applicable. No Collective bargaining agreements was conducted in the factory. The factory did not obtain any government waiver. According to the "List of stationary sources of pollution emission permits classification management (2017)" and "Pollutants License management approach (trial)", the factory did not need the environment license at present.

The management were very friendly and they were positive to cooperate with auditor for this audit. The management agreed audit photo, do workers interview etc, and agreed with all findings during this audit. No canteen, transportation or dormitory was provided by the facility.

Auditor APSCA Registration Number: Roc YANG:RA21702013

Remark: 1. The auditee relocated from 3F, 2#Building, No. 333, Fengan Road, Weitang Town, Xiangcheng District, Suzhou Jiangsu China. (中国江苏省苏州市相城区渭塘镇凤南路333号2号楼3楼) to No.3rd floor and No.4th floor No.118, WeiNan Road Weitang town, Xiangcheng District, Suzhou City, Jiangsu China (苏州市相城区渭塘镇渭南路118号第3层/第4层) in August 2019. Based on management review and worker interview, onsite observation, the old site had no production activity. The two addresses were about 5 KM.

2. The address on the BSCI platform was: No.118, WeiNan Road Weitang town, Xiangcheng District Suzhou City, Jiangsu China, Suzhou 215134, Jiangsu 215134 Jiangsu - China. But the address on the auditee's business license was: No.3rd floor and No.4th floor No.118, WeiNan Road Weitang town, Xiangcheng District, Suzhou City, Jiangsu China (苏州市相城区渭塘镇渭南路118号第3层/第4层). Confirmed with factory management (Mr. XIN, General Manager), the two address were same one, they used the English address: No.3rd floor and No.4th floor No.118, WeiNan Road Weitang town, Xiangcheng District, Suzhou City, Jiangsu China in the audit report.

3. The factory English name in Foreign trade operator registration form was "SUZHOU YAOZHENG TEXTILES CO.,LTD" and the factory English name in BSCI platform was: "SUZHOU YAOZHENG TEXTILES CO. LTD." which missed the punctuation character "," between CO and LTD. Confirmed with factory management (Mr. XIN, General Manager), He stated these parlanes referred to the same one name, only the punctuation character was different. For consistent with Foreign trade operator registration form, so they decided to use the English name: "SUZHOU YAOZHENG TEXTILES CO.,LTD" in the audit report.

The performance areas needed improvements were PA1, PA2, PA5, PA6 and PA7.

Performance area 2: Workers involvement and Protection: The auditee had set up communication channel between management and workers, which including suggestion box and worker representatives.

Performance area 3: The rights of Freedom of Association and Collective Bargaining The auditee had established policies to guarantee the rights of freedom of association and collective bargaining. No deviation was observed in this PA. Performance area 4: No Discrimination The none-discrimination procedure was established by auditee, there was no discrimination case found. No deviation was observed in this PA. Performance area 8: No Child Labour The auditee had established the procedure to prevent employ and use the employee under the age of 16 years old. No deviation was observed in this PA. Performance area 9: Special protection for young workers The auditee had established procedure regarding Young Worker Protection Management Procedure and implemented it accordingly. There was no young workers in the factory currently. No deviation was observed in this PA. Performance area 10: No precarious Employment The auditee signed labor contract with all workers, and the copy of labor contract was issued to each worker. No deviation was observed in this PA.

Performance area 11: No Bonded Labour Prohibition bonded labour procedure was established by the auditee. No deviation was observed in this PA.

Performance Area 13: Ethical Business Behavior The auditee established Anti-bribery Procedure. Training on business ethics was provided to management. The information provided by the auditee was accurate and no inconsistency or falsified information was noted. No deviation was observed in this PA.



Ratings Summary



Auditee's background information			
Auditee's name :	SUZHOU YAOZHENG TEXTILES CO.,LTD	Legal status :	Limited company
Local Name :	苏州耀正纺织有限公司 (91320507583733678U)	Year in which the auditee was founded :	2011
Address :	No.3rd floor and No.4th floor No.118, WeiNan Road Weitang town, Xiangcheng District,	Contact person (please select) :	Xiangkui XIN
Province :	Jiangsu	Contact's Email :	sam@hy-textiles.net
City :	Suzhou 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 :	N31°27'20" E 120°39'18"	Total turnover (in Euros) :	2000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	3600000 pieces per year
Product Group :	Home textiles	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Blanket		

Auditee's employment structure at the time of the audit		
Total number of workers :	25	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	7	18
Temporary workers	0	0
In management positions	2	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	5	12
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	7	18
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 - 174939] Audit Date: 13/03/2020 PA Score: D

Deadline date:15/09/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The facility appointed Zhongyuan WANG/Factory Director as management representative to implement amfori BSCI requirement including developing social procedures, following up on the finding report, administrating the grievance mechanism, identifying the law and regulation, etc. There was periodical internal audit and management review procedure set in the auditee. The auditee conducted internal audit and management review at the end of each year. The auditee established procedure to collect and update relevant law on labor, EHS and ethics according to amfori BSCI Code of Conduct and. Social compliance commitment letters were signed by all major suppliers and social assessment to major suppliers were conducted. However, gaps were identified in implementation.

工厂任命厂长王中源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程序、跟进问题、处理投诉、识别法律法规等等。工厂有建立定期开展内审和管理评审的程序文件。每年年底工厂开展内审和管理评审。工厂根据amfori BSCI的行为准则建立了收集和更新劳工, 健康安全, 道德的法律法规。工厂有要求所有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 - The factory had set up CSR management system according to amfori BSCI Code of Conduct. According to cross validation, factory management system was faultiness and some issues in fair remuneration, working hours, health safety and etc were found during the audit. The management representative knew amfori BSCI principle, but the factory did not have system to manage on fair remuneration and working hour, and the facility did not establish the control method effectively.

工厂已经依照amfori BSCI的行为准则建立了社会责任管理体系。根据交叉验证, 工厂的管理体系不完善导致此次审核中公平报酬, 工作时间, 健康安全等方面有发现问题。工厂管理层表示了解amfori BSCI的基本原则, 但工厂在公平报酬和工作时间方面缺乏系统管理, 还没有建立有效的管控机制。

1.4 - Although workforce planning and cost accounting procedure was established by the company, but missing limited of overtime hours issues was not considered in the procedure. Monthly overtime for most months were exceeding 36 hours.

工厂虽然建立了产能规划和成本核算程序, 但未考虑到加班限时的要求。大部分月的月加班时间超36小时。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 174939] Audit Date: 13/03/2020 PA Score: A

Deadline date:15/04/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

2.2 - The long term goals to protect workers defined by the factory didn't cover all performance areas of amfori BSCI Code of Conduct such as environment protection and ethical business behavior.

工厂建立的保护员工的长期目标未覆盖到amfori BSCI行为准则的所有方面, 比如环境保护和商业道德行为。

Remarks from Auditee:

None

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

Full Audit [Audit Id - 174939] Audit Date: 13/03/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

None

Remarks from Auditee:

None

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 174939] Audit Date: 13/03/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

None

Remarks from Auditee:

None

Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 174939] Audit Date: 13/03/2020 PA Score: A	Deadline date:15/09/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory had collected the laws and regulations related the wages and benefits in China and a written policy was established according to the laws and regulations. The facility communicated the policy to all employees. The factory provided payroll records from February 2019 to January 2020 for review. During the audit, six samples were selected as primary samples. Wage was paid by hourly rate with at least RMB13.79 per hour, which was higher than the local minimum wage standard of RMB11.61 per hour. Overtime work on weekdays, weekends and statutory holidays was compensated at 150%, 200%, and 300% of normal rate respectively. Wage was paid at 25th of the following month by cash. Mandatory benefits such as the paid annual and maternity leaves were provided for workers. No disciplinary deduction was practiced in the facility. However, gaps of remuneration was identified in implementation.</p> <p>工厂收集了中国在工资福利方面的法律要求并且依据法律要求制定了明确的工资福利政策。并且将此政策传达给了厂内的员工。工厂提供了2019年2月至2020年1月的工资，审核期间抽取了6个样本作为评估依据。工厂员工实行时薪制，底薪至少13.79元每小时，高于当地最低工资标准11.61每小时。同时工厂会给平时加班的员工提供1.5倍的加班费，周末加班的员工2倍的加班费，法定节假日加班3倍加班费。工资都以现金的形式发放。工厂会在每月25日支付上一月的工资。工厂向员工提供了法律要求的福利，如带薪年假和产假。工厂没有采用纪律性罚款来约束员工。但工厂在福利方面仍然存在不符合项。</p> <p>5.5 - There were 25 employees in the factory, three employees had retired, no employee joined in the factory within one month. The factory provide the social insurance records of past 12 months for review. Based on social insurance receipt of January 2020 review, the factory did not provide retirement insurance, work-related injury insurance, child-bearing insurance, unemployment insurance and basic medical insurance to 11 out of 22 employees who should cover the social insurance. The management staffs explained that they had communicated the requirement on social insurance to the workers, but they also respected workers' decision on refusing to participate it, because the workers also needed to pay the individual part of the insurance fee. The interviewed employees reported that they had participated new rural endowment insurance in their hometown, thus they did not want to pay the personal afford part. The information of new rural cooperative medical system (NCMS) was not provided by the factory. Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53. Remark: The factory provided China Pacific Life Insurance Co., Ltd. group accident insurance for all employees who had not participated in social insurance and retired employees, the valid data from 1 July 2019 to 30 June 2020.</p> <p>工厂共25名员工，3名退休人员，最近一个月内无新员工入职。工厂提供了过去12个月的社保记录供审核，根据2020年1月份的社保凭证，工厂没有给应该买保险的22名员工中的11人提供养老，工伤，生育，失业和医疗保险。管理层解释他们已经将缴纳社保的要求传达给员工，但是也尊重员工拒绝缴纳的意愿，因为员工自己也需要承担个人部分的社保费。根据访谈访谈，他们在老家参加了新农保，所以他们不愿意支付个人承担部分。工厂没有提供新农合医保的信息。参考法律法规：《中华人民共和国社会保险法》第10，23，33，44，53条 备注：工厂为未缴纳社保和退休的所有员工购买了中国太平洋人寿保险股份有限公司的团体意外险，有效期从2019年7月1号到2020年6月30号。</p>	
Remarks from Auditee: None	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 174939] Audit Date: 13/03/2020 PA Score: D	Deadline date:15/09/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory established working hour management procedure, which defined that normal working hours were 40 hours per week, maximum 3 overtime hours per day and 36 OT hours per month. The regular working days were from Monday to Friday with 8 hours per day. All employees used fingerprint to track working hours since 1 August 2019 and used IC card to record working time before August 2019. There was only one shift for all employees. The workers' working time was 8:00-11:30, 12:30-17:00. Regular overtime hours were conducted from 18:00 to 20:00, 0 to 3 times per week. Saturday overtime work was conducted for 8 hours, 4 to 5 times per month. No Sunday work was conducted. Overtime work was conducted on a voluntary basis. The maximum daily working hour was 10 hours, the maximum weekly working hours was 54 hours and the maximum monthly overtime was 58 hours. The longest consecutively working days was 6 days. Time records from 1 February 2019 to 13 March 2020 (the assessment date) were provided for review and 6 samples were selected as primary samples.</p> <p>工厂制定了工作时间管理程序，规定公司实行每周40小时的标准工时制，最多加班每天不超3小时，每月不超36小时。工厂正班工作时间从周一到周五，员工每天上班8小时。员工从2019年8月1日起用指纹记录工作时间，2019年8月之前使用IC卡考勤。所有员工只有一个班次。员工工作时间为8:00-11:30，12:30-17:00。工作日加班时间从18:00-20:00，每周加班0-3次。周六加班8小时每周4到5次。周日不会安排加班。员工加班都是基于自愿的原则。目前工厂记录中每天最大出勤10小时，每周最大54小时，月加班最大为58小时。最长连续工作天数为6天。2019年2月1日至2020年3月13日（审核当天）的考勤有提供查看，审核期间抽取了6个样本作为评估依据。</p> <p>6.2 - The factory was not control overtime effectively and monthly overtime exceeding 36 hours: Through document review: 3 sampled months working hours of 6 workers' (January 2020, November 2019 and August 2019), it was noted: January 2020, monthly OT for all sampled workers were achieving 40 hours. November 2019, All sampled workers' monthly OT hours were achieving 56 hours. August 2019, monthly OT hours for all sampled workers were achieving 58 hours. Through worker interview: It was noted that Max 2 hours overtime arranged if needed in working days and most Saturday need overtime; Through management interview: Although the factory try to control overtime, but it was not fully implemented for lack of man powers; Ref. Law.: Article 41, PRC Labor Law Remark: In March 2020 (from 1 March 2020 to 13 March 2020), the monthly overtime hours of all sampled employees were 14 hours.</p> <p>工厂没有有效控制加班且月加班时间超过36小时：通过文件审核：抽取了6名员工3个月（2020年1月，2019年11月及2019年8月），发现：2020年1月所有抽样员工月加班都达到40小时；2019年11月：所有抽样员工月加班时间均达到56小时；2019年8月：所有抽样员工加班均达到58小时。通过员工访谈得知：工厂平时如果有需要最多安排2小时的加班；大部分星期六都安排有加班。通过管理层访谈得知：尽管工厂制定了工时控制程序，并尽量控制加班，但因人手短缺未能完全遵守程序的规定；参考法规：中华人民共和国劳动法第41条。备注：在2020年3月（从2020年3月1日到2020年3月13日），所有抽样员工的月加班为14小时。</p>	
Remarks from Auditee: None	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 174939] Audit Date: 13/03/2020 PA Score: A	Deadline date:30/06/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory established management system regarding occupational health and safety. The factory appointed one senior management to be responsible for the health and safety. All employees were provided with work related injury insurance or commercial accident insurance. Periodical health and safety checks and trainings were conducted, such as fire drills in workshops. The latest fire drill was conducted on 30 November 2019. Through worker interviews, employees reported they learnt how to use fire fighting equipment. Risk assessments were provided to review. Sufficient fire equipment were available throughout the working areas. Fire hydrants and fire extinguishers were equipped with sufficient pressure and inspected monthly. Fire alarms were equipped in each fire compartments. Sufficient exits were available in the working areas. Emergency exits were installed with lighting safety exit signs and emergency lights. Evacuation plot plan with location of observation were posted to indicate the evacuation direction. Sufficient first aid kits with sufficient supplies were stored in each work floor and employee can access the kit freely. Also, employees can access the free drinking water at their will and valid drinking water testing report was maintained. One elevator was used in the facility. The inspection reports and elevator safety management certificate were provided to review. No kitchen, transportation or dormitory was provided to employees, therefore, 7.21, 7.23 and 7.24 were rated as N/A. However, non-compliance was still found in this PA.</p> <p>工厂建立了职业健康和安全体系。工厂任命了一位高管负责员工职业健康安全。所有员工提供了工伤保险或商业意外险。工厂定期组织安全检查和培训,如车间消防演习。最近一次消防演习在2019年11月30日。员工表示他们都学会使用灭火设备。工厂提供了风险评估记录。生产区域配备了足够的消防设施,消防栓和灭火器压力充足,并每个月进行检查。每个消防分区都安装了火警铃。安全出口数量充足,并安装了灯光出口标示和应急灯。现场张贴了标有观察者位置的逃生平面图。员工的自我保护意识较强。急救药箱配备了足够的药品,员工可以随时使用。同时,员工也可以在任何时候喝饮用水,工厂提供了有效的饮用水检测报告。工厂使用一台电梯。年检报告和电梯安全管理人员证书提供了查看。工厂没有为员工提供厨房、交通工具和宿舍,所以7.21、7.23和7.24不适用。但仍有不符合项发现。</p> <p>7.6 - No warning sign of wearing metal mesh glove was posted in cutting workshop. Reference law: Article 13 of management standard on employing unit occupational diseases harm notification and warning sign 裁剪车间没有张贴佩戴钢丝手套的警示标识。《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> <p>7.8 - The accident and emergency procedures were not visually displayed in workshop that is clear for workers and first aiders. 工厂没有在车间明显位置张贴意外应急处理程序以方便员工和急救人员知悉。</p> <p>7.9 - No warning sign of scald was posted beside the drinking water device. Reference law: Article 13 of management standard on employing unit occupational diseases harm notification and warning sign 饮水区域没有张贴防止烫伤的警示标识。《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> <p>7.11 - It was noted that the facility didn't provide the Fire Safety Inspection Certificate and the Building Construction Inspection Certificates of one 4-storey production building (about 7500 square meters). The building was completed construction in 2008. Reference law: Fire Prevention Law of the P.R.C, Article 13 and Laws and Regulations: Construction Law of the P.R.C, Article 61 工厂不能提供1栋4层(约7500平方米)的生产建筑的消防验收和竣工验收报告,该建筑在2008年竣工。参考法律法规:中华人民共和国消防法 第13条和中华人民共和国建筑法 第61条。</p> <p>7.13 - One electrical box was missed the cover in sewing workshop of 3rd floor. Reference law: Safety Code of Electric Power Industry—Part 1:Thermal and Machine, 3.5.5 三楼缝纫车间1个电开关无防护盖。参考法律法规:《电业安全工作规程,第1部分:热力和机械》3.5.5</p>	
Remarks from Auditee: None	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 174939] Audit Date: 13/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None	
Remarks from Auditee: None	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 174939] Audit Date: 13/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None	
Remarks from Auditee: None	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 174939] Audit Date: 13/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 174939] Audit Date: 13/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None	
Remarks from Auditee: None	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 174939] Audit Date: 13/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory had established written procedure regarding environment protection and collected the related law for reference. The factory provided training regarding environment protection for all employees. The construction project environment influence register was provided to review. No industrial waste water or waste air was generated during production. The reduction of waste discharge and save water policy was in place. No pollution discharge permit was required for the facility, so 12.3 was N/A. 工厂已经建立了书面的环境保护程序和收集了相关的法律法规供参考。工厂给所有员工提供了环境保护方面的培训。工厂提供了建设项目环境影响登记表供审核。生产过程中不产生工业废水和废气。已经建立减少废弃物和节约水的政策。工厂不需要排污许可证，因此12.3不适用。	
Remarks from Auditee: None	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 174939] Audit Date: 13/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None	
Remarks from Auditee: None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	13/03/2020	174939	D	A	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
Address No.JPG

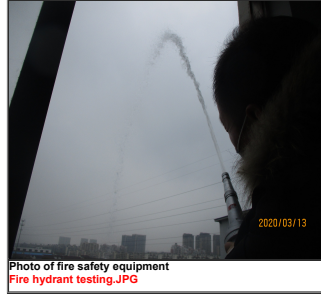


Photo of fire safety equipment
Fire hydrant testing.JPG



Photo of the inside of the main production hall
Needle safeguard.JPG



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

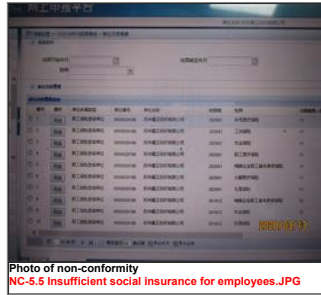


Photo of non-conformity
NC-5.5 insufficient social insurance for employees.JPG



Photo of the inside of the main production hall
No smoking.JPG



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



Photo of non-conformity
NC-6.2 Monthly overtime exceed 36 hours.JPG



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



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



Photo of non-conformity
NC-7.13 No cover.JPG



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



Photo first aid facilities
First aid kits.JPG



Photo of non-conformity
NC-7.9 No warning sign.JPG



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

