
Auditee :	Newlife Magnet Electricity Co., Ltd
Audit Date From :	09/12/2019
Audit Date To :	10/12/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Nita Xiong(Lead)
Auditing Branch (if applicable) :	SGS CHINA



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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	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.



Name of producer :	Newlife Magnet Electricity Co., Ltd		
DBID number :	396859		
Audit ID :	169860		
Address :	Guoyi Chang, Hengxi Town, Yinzhou District Ningbo		
Province :	Zhejiang	Country :	China
Management Representative :	Yongjun Wang		
Contact person:	Yongjun Wang	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Other engineering (please specify)
Product Type :	rubber magnet		

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 : 10/12/2020	

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

Executive summary of audit report

Newlife Magnet Electricity (Ningbo) Co., Ltd was located at Guoyi Chang, Hengxi Town, Yinzhou District, Ningbo, Zhejiang, China. And it was established on Mar 23, 2016 based on business license, the license No. was 91330212MA281NC29P, and totally 94 employees were available during the audit, the main products were rubber magnet. The processes were: Mixing-Pressing-Surface Treating-Cutting-Filling Magnet-Inspection-Packing.

There were two 4-storey joint 1storey buildings in the factory area, factory hired them from Ningbo City Qingfeng Electronics Technology Co., Ltd 宁波市清烽电子科技有限公司, the rental period from May 1, 2016 to Apr 30, 26. The audited factory used one 4-storey joint 1storey building for business site, another 4-storey joint 1-storey building were rented to Ningbo Haotai Auto Parts Co., Ltd and Ningbo Jiarui Plastic Co., Ltd, factory provided the rental agreement for reviewing. management and interviewed workers said the audited factory were independent with the two factories, and no business with them and never share employees, this audited only covered the building used by the audited factory, and management and workers claimed that factory did not provided the canteen and dormitory for them.

For business secret, the mixing workshop was not allowed auditor to take photo.

The management showed cooperation. Most interviewees reported that they were satisfied with management and working condition.

The workers were paid by monthly rate, at least RMB2800/month, which was higher than the local minimum wage. The payment cycle was natural month. The wage was paid around 15th of the following month by cash, and pay slip was also provided each month. Based on the wages from Nov 2018 to Oct 2019 provided by the factory, 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, Saturday and holidays. Factory used face scanner attendance recorder to record the working hours. The normal working hours was 8 hours per day, 5 days per week. They usually had overtime worked on Saturdays, rested on each Sunday. Time records of 10 samples from Nov 1, 2018 to Dec 9, 2019 were reviewed randomly. Maximum overtime work 2 OT working hours per day, 16 hours per week, 68 hours per month and guarantee at least one day rest per week.

The auditor Nita Xiong's APSCA No. was RA21701701.

Ratings Summary



Auditee's background information			
Auditee's name :	Newlife Magnet Electricity Co., Ltd	Legal status :	Limited company
Local Name :	新莱福磁电有限公司	Year in which the auditee was founded :	2016
Address :	Guoyi Chang, Hengxi Town, Yinzhou District	Contact person (please select) :	Yongjun Wang
Province :	Zhejiang	Contact's Email :	wyj@newlifemagnet.com
City :	Ningbo	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N 29°43'22" E 121°36'24"	Total turnover (in Euros) :	7702776.00
Sector :	Non-Food	Of which exports % :	10.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	90.00
If other, please specify :		Production volume :	6000 t per year
Product Group :	Other engineering (please specify)	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	rubber magnet		

Auditee's employment structure at the time of the audit			
Total number of workers :	94	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	41	53	
Temporary workers	0	0	
In management positions	3	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	40	53	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	41	53	
Production based workers	26	49	
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 - 169860] Audit Date: 09/12/2019 PA Score: D

Deadline date:10/03/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory set up completed policy and procedure on social accountability according to Amfori BSCI Code and local laws. And the relevant procedures (such as recruitment management procedure, forbidden using of child labor policy, no bond labor and so on) were provided for review. Wang Yongjun/General Manager was Amfori BSCI representative, took whole charge of Amfori BSCI affairs in the factory and honored with establishing Amfori BSCI management system. The auditee conducted internal audit and management review on its social performance once per year, the latest internal audit and management review conducted on Oct 15, 2019 and Nov 20, 2019 respectively. The factory also established policy with respect to the selection, management and monitoring of its own significant business partners and communicated Amfori BSCI code. The factory had realistically calculated the costs of production and delivery times.

工厂依据Amfori BSCI行为准则和当地法规建立了社会责任管理体系及相应的程序文件，相应的程序文件（如招聘管理程序，禁止使用童工政策，无强迫劳动政策等）已提供供查阅。王拥君/总经理被任命为管理者代表负责体系的运行和管理系统建设。工厂每年进行了内审和管理评审，最近一次的内审和管理评审分别于2019年10月15日和2019年11月20日进行。工厂还创建了商业合作伙伴的筛选和管理程序，在选择商业合作伙伴时，采购人员向合作伙伴传达Amfori BSCI行为准则。工厂了解如何规划产能来匹配订单的交期。

- 1.1 - The main auditee partially respects this principle because Based on document review, management interview and workers' interview and factory tour, the factory established social responsibility management system. But the management system was not fully implemented, for example: 1. Not all workers were covered by social insurance and workers' monthly overtime hours exceeded 36 hours. 2. The management stated they knew the overtime requirements and social insurance requirements and they found these findings during the internal audit, but they didn't find a better solution to solve these, because considering of the cost and partial worker didn't want to join social insurance, so they didn't provide social insurance for all workers.

被审核方部分遵循该准则，原因是基于文件审核，管理层访谈，员工访谈以及现场观察，工厂建立了社会责任管理体系。但是此体系并没有完全实施，比如：1）并不是所有员工都参加了社会保险而且员工的月加班超过36小时。2）管理者说他们知道加班和社保的要求并且在内审中发现了这些问题，但是没有想出一个好的解决方案，因为考虑到节省成本并且部分员工不愿意参加社保，因此并没有为所有人提供社保。

- 1.4 - The main auditee partially respects this principle because cost accounting and capacity planning procedure was established in the facility. However, the factory didn't have a good capacity planning to meet the expectations of the delivery order, which led to the monthly overtime hours exceeded legal requirement. The factory attendance system did not have the overtime hours limit warning. And their aim was to finish the orders first.

被审核方部分遵循该准则，原因是工厂建立了成本核算和产量计划程序。但是，工厂没有一个完善的产能计划去完成预期的订单交货以致于月加班时间超过法规要求。工厂考勤系统没有加班上限预警的提示，他们还是以完成订单为最终目标。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 169860] Audit Date: 09/12/2019 PA Score: A

Deadline date:10/03/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Factory allowed workers and their representatives to take participate in meeting which focused on workplace issues. Also, factory had defined long term goals according to amfori BSCI COC to protect workers such as prohibit using child labor, fair remuneration, workers and workers' representatives involved in defining these goals. All the workers, workers' representatives and management were trained on amfori BSCI COC and they knew their roles to play in amfori BSCI. Factory established the grievance mechanism in both real-name and anonymous channels and training on grievance mechanism was provided to all the workers.

工厂允许员工和他们的代表参加关于关注工作事宜的会议。并且，工厂定义了根据amfori BSCI行为守则来保护员工的长期目标，例如禁止使用童工、公平报酬。员工和员工代表参加了制定这些目标的过程。所有的员工、员工代表和管理层都培训了amfori BSCI的行为守则，他们知道自己在amfori BSCI中的扮演的角色。工厂建立了既有实名又有匿名渠道的投诉机制，关于投诉机制的培训提供给了所有的员工。

- 2.2 - The main auditee partially respects this principle because the factory had set up long term goals to protect workers, but the achievement status of goals was not monitored regularly.

被审核方部分遵循该准则。原因是工厂已经建立了保护员工的长期目标，但是工厂未定期监控目标的达成情况。

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 169860] Audit Date: 09/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory established the policy on the rights of freedom of association and collective bargain according to AmforiBSCI Code. There was no trade union in the factory. No collective bargain agreement was concluded between the factory and workers, but the factory did not prevent workers from bargaining for the agreement. Two worker representatives were elected by all employees on Jul 10, 2019 freely. The worker representatives were not discriminated by the factory and they worked as production workers. They had access to workers and workplace freely. Management regularly conducted the meeting with worker representatives.</p> <p>被审核方依据AmforiBSCI行为准则建立了自由结社和集体谈判权的政策。工厂未成立工会。审核过程中，工厂和员工无集体谈判协议，但工厂也未阻止员工有意愿的时候和工厂谈判。两名员工代表于2019年7月10日由全体员工选举产生。员工代表是车间的员工，不被歧视，他们可以随时在车间和员工沟通。管理层定期与员工代表举行会议。</p>	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 169860] Audit Date: 09/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory established policy on anti-discrimination. The policy defined that the factory would not discriminate workers by race, gender and ages etc. Workers could use the grievance system through worker representatives or top manager once workers' right was infringed. The policy on discipline measures made by the factory complied with local requirement.</p> <p>工厂制定了反歧视的政策，反歧视政策中表明工厂不会因为种族，性别，年龄等原因对员工区别对待。若员工的权利受到任何侵害，员工可以通过员工代表及高层管理进行投诉。通过查看工厂的惩戒措施程序，其描述的措施均符合法规要求。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 169860] Audit Date: 09/12/2019 PA Score: B	Deadline date:10/03/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from Nov 2018 to Oct 2019 provided by the factory, the minimum wage paid by the factory was RMB 2800 per month (RMB 16.09 per hour) which was more than legal requirement and paid around 15th of the next month by cash. 150%, 200% of normal rate for overtime on regular weekdays and rest days respectively was provided for workers. The payment cycle was natural month. Wages of workers met the decent standard of living and no deduction except individual income tax was identified according to wages records of workers. All these processes and evidences were cross checked by document review, worker interview and management interview.</p> <p>工厂制定了工资支付政策和福利政策，福利政策包括给员工提供法定节假日，病假，婚假，产假等假期。根据工厂提供的2018年11月至2019年10月的工资记录显示，工厂给员工支付最低每月RMB 2800元（每小时RMB 16.09）的工资且每月15号左右通过现金发放。员工在正常日，休息日的加班费分别相当于正常工资的150%及200%。工资结算周期为自然月。根据工厂提供的工资记录，工人的工资均达到当地体面生活工资标准且除了个人所得税外无任何的扣款。以上过程均用文件，访谈等方式进行核实过。</p> <p>5.5 - The main auditee does not respect this principle because the factory did not provide social insurance to workers as per legal requirement. There were total 94 employees, based on social insurance payments provided, the factory only provided retirement, illness, maternity, unemployment and injury insurance for 45 employees respective. Factory provided did not provide commercial accident insurance for employees who not involved in social insurance. Based on workers interviewing, they abandoned social insurance by their own volition.</p> <p>被审核方未遵循该准则，原因是工厂有94名员工，根据工厂提供的社保缴费记录，工厂为其中45名员工缴纳了养老，医疗，生育，失业和工伤保险。工厂没有给未参加社保的员工购买商业保险，根据员工访谈，他们自愿放弃社保。</p>	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 169860] Audit Date: 09/12/2019 PA Score: D	Deadline date:10/03/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory established working time system. The working time of workers was recorded by face scanner. According to the policy and implementation records, workers worked 8 hours per day and 5 days per week. During the audit, the factory provided attendance records from Nov 1, 2018 to Dec 9, 2019 for review. Based on the attendance records and payroll records provided review, it was noted that workers had one shift as 8:00~12:00, 13:00~17:00. Workers sometimes had 1~2 hours OT on weekdays and 8 hours OT on Saturdays and workers had right to choose working overtime or not. So, it was noted the maximum overtime was 2 hours per day, 68 hours per month. The factory ensured workers had every Sunday off per week. Workers can take a rest during the work time when they felt tired. All this processes and implementation can be verified by interview and document review.</p> <p>工厂建立了工时系统。工厂用人脸识别系统记录工人的上下班时间。依照政策以及工厂实际的执行情况，员工每天上班8小时，每周上班5天，工厂提供了2018年11月1日至2019年12月9日的考勤供查看，显示工人实行1班制，8:00~12:00, 13:00~17:00。平时晚上和周六工厂会依据生产订单进行加班，晚上1~2小时，周六8小时，员工可自愿选择是否加班。因此最大日加班为2小时，最大月加班为68小时。工厂保证了员工每周日休息。员工在工间如果觉得疲惫，可自由选择休息几分钟。以上均已从员工访谈以及文件信息等方面进行核实。</p> <p>6.2 - The main auditee does not respect this principle because all sampled workers' monthly overtime exceeded 36 hours. Based on attendance records from Nov 1, 2018 to Dec 9, 2019, it was found the maximum monthly overtime hour was 68 hours happened in Aug 2019. The factory also didn't establish the improvement measure on excessive overtime. 被审核方未遵守该原则，原因是所有抽样工人的月加班时间超出了36小时，根据2018年11月1日至2019年12月9日的考勤，工人的最大月加班时间为68小时发生在2019年8月。工厂并未对工时超时进行原因分析及制订改善措施。</p>	
Remarks from Auditee:	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 169860] Audit Date: 09/12/2019 PA Score: A	Deadline date:10/03/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Factory identified the laws & regulations on health and safety and relevant trainings such as PPE, firefighting, chemicals, first aid, etc. were provided to all the workers. Risk assessment on health and safety was conducted by factory. Factory provided building completion acceptance report for review. Escape routes were clearly marked in all the production areas, evacuation plans were posted on each floor in each building which workers could easily understand them. On each evacuation doors there were sufficient emergency lights and exit signs. Ventilation, temperature and lighting in the production workshops were appropriate. Also, factory installed indoors fire hydrants and sufficient fire extinguishers in workshops. Fire alarms were equipped for warning fire. All these fire facilities were inspected by EHS manager each month. According to management and workers' interviews, there was no pregnant female worker found and existed in factory and according to injury records nobody was injured in the past year. There were four first aiders onsite to help workers, all the workshops had first aid kits with sufficient medicines and medical tools. Latest fire drill was conducted on Nov 25, 2019. Drinkable water could access in workshops and management provided test report of drinkable water for review. One electrician was in charge of electrical maintenance and safety inspection. Special equipment was inspected annually and qualified person in charge of them. Remark: The factory did not provide canteen, dormitory or transportation for employees.</p> <p>工厂识别了健康安全法律法规并且向所有员工提供了相关的培训，诸如个人防护用品、消防、化学品、急救等。工厂实施了健康安全的风险评估。工厂提供了建筑竣工验收报告供审阅。逃生通道被清晰的标注在所有的生产区域里，疏散图在每个建筑的每层都张贴了，员工可以轻易的解读。在每个逃生门都有足够的应急灯和逃生标志。生产车间里的通风、温度和照明都很适宜。并且，工厂在车间里安装了室内消防栓和充足的灭火器。为了预警火灾安装了消防警铃。职业健康经理会检查所有的消防设施。根据管理层和员工访谈，没有发现怀孕女工在工厂里，并且根据工伤记录，没有员工在去年发生工伤。4名的急救员在现场帮助员工，所有的车间都有急救箱，里面有充足的药品和医疗工具。最近的消防演习在2019年11月25日进行。饮用水可以轻易的在车间里获得，管理层提供了饮用水检测报告供审阅。一名电工负责电力维护和安全检查。特种设备每年都检验，有资质的人员负责它们。备注：工厂未提供餐厅、交通或宿舍给员工。</p> <p>7.2 - The main auditee does not respect this principle because factory failed to provide injury or commercial accident for 49 employees to improve workers' protection in case of accident. 被审核方未遵守该原则，原因是工厂未给49名员工提供工伤险或者商业意外险以改善对员工发生意外的保护。</p> <p>7.3 - The main auditee partially respects this principle because though factory had carried out regular risk assessment for safe, healthy and hygienic working conditions, but factory did not provide occupational health examination for mixing operators who touched the noise and dust. 被审核方部分遵守该原则，原因是虽然工厂有针对安全，健康和卫生工作条件进行定期风险评估，但是工厂未提供职业健康体检给接触噪声和粉尘的配料工人。</p> <p>7.7 - The main auditee does not respect this principle because factory the secondary containment or safety label were not installed for chemicals stored at the chemical warehouse. And factory did not install safety label for some chemicals onsite. 被审核方未遵守该原则，原因是工厂未给化学品仓库的化学品设置二次容器和安全标签。且有现场部分化学品无安全标签。</p> <p>7.24 - The main auditee does not respect this principle because 2 rooms at the roof of the production building were used as living rooms, management explained the 2 rooms were used for persons on duty rest, but only 1 person on duty lived in it in the same time. 被审核方未遵守该原则，原因是厂房楼顶有2间卧室住人，根据管理层解释，这2间为值班人员休息用，虽然有2间，但是只会同时住一个当天值班的人。</p>	
Remarks from Auditee:	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 169860] Audit Date: 09/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: As per management interview, the management aware of the local law which about the child labour. The roster was issued by the factory, which was listed the name age, sexual etc. information of workers. The factory established a hiring procedure which states the factory should never employ and use any child labor under the age of 16 years old, and the factory would verify all employees' original ID cards at the time of recruitment and kept the copy of employees' ID cards in the personnel files. 根据管理层访谈, 管理层有了解当地法规关于童工的要求。工厂制定了员工花名册, 其列出了员工的名字, 年龄, 性别等信息。工厂建立了雇用管理程序, 陈述其不使用小于16岁的童工。工厂在招聘员工时会核查员工的身份证原件和保留其复印件在员工档案里。	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 169860] Audit Date: 09/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee established the protection of young worker procedure to ensure that young people did not work at night and were protected against conditions of work which are prejudicial to their health, safety, morals and development. There was no young worker identified based on document review, plant tour and worker interviews. The factory did not engage any young worker. 工厂建立了未成年保护程序以确保未成年工不会从事夜班, 并防止有害的工作条件对他们的健康, 安全, 道德和发展。基于文件审阅, 现场走访和员工访谈, 没有发现未成年工。工厂没有聘用未成年工。	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 169860] Audit Date: 09/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: As per interview and documents review, ae contracts statement included the description of working hours, training, rest time and leave etc. which were in accordance with legal requirement and ILO. It was verified through document review, worker and management interview, no any deposit /fees required during hiring process. 根据访谈和文件查阅, 工厂的所有员工都是工厂自己直接招聘的, 工厂没有使用临时工或劳务派遣工。工厂和员工签订劳动合同, 并提供一份副本给员工。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, 这些内容均符合法规以及国际标准。通过管理层及员工访谈, 文件审核得知, 员工获得工作时不需要交纳任何费用及押金。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 169860] Audit Date: 09/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory established the policy on anti-forced labor. The HR management understood well the scope of forced labor. And according to onsite observation and interview statement of workers, workers confirmed that there was no evidence showed in the factory, for example, they could resign according to legal requirement and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers. The discipline policy was also in line with legal requirement. 工厂制定了反强迫劳动的政策, 工厂人事负责人理解哪些方式是属于强迫劳动的范畴。依据现场观察和员工访谈, 员工也很清晰地表明工厂内无强迫劳动的现象, 例如员工可以依照法规要求提出辞工而不会被克扣工资, 并且可以自由离开工厂。员工也未遇到任何被侮辱或非人道的待遇。工厂的惩戒政策也是符合法律法规要求。	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 169860] Audit Date: 09/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Factory had established environment protecting and energy saving policy, and relevant training were provided to workers. The land belonged to the factory was industrial land and water used by the factory was come from municipal water. Factory had provided the EIA and EIA approval for checking, and based on the EIA, no hazardous waste generated by the factory. 工厂制定了环保政策, 以及节能减排政策, 并且给员工提供了相关环保和节约能源方面的培训, 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。工厂提供了环评和环评批复供查看。根据环评, 工厂没有危废产生。	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 169860] Audit Date: 09/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory established the procedure of business ethics. The trainings were provided for all employees. Workers could anonymous report the business ethics through suggestion box. The disclosure of information indicated that all documents/records (business licenses, personnel files, time records, payroll records, etc.) were required accurately and no falsifying information was permitted in their supply chain. According to cross check, there was no inconsistency between the workers attendance and the production records. 工厂建立了商业道德程序。相关的培训已提供给所有的工人。工人可以通过意见箱匿名举报商业道德行为。信息公开政策更指出所有的文件包括营业执照、个人资料、工作时间记录, 工资记录等都要求要准确且在其供应链中虚假信息也是不被允许的。通过交叉审核, 工人的考勤与生产记录未存在不一致。	
Remarks from Auditee:	

Summary 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	09/12/2019	169860	D	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



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



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



Photo first aid facilities
Eye washer.JPG



Photo first aid facilities
First aid kit.JPG



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



Photo of fire safety equipment
Emergency lighting and exit sign and fire alarm.JPG

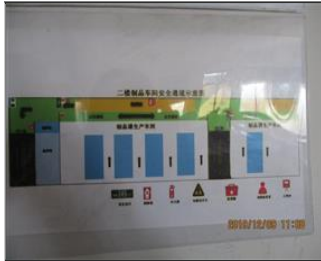


Photo of fire safety equipment
Evacuation plan.JPG



Photo of fire safety equipment
Hydrant and fire extinguishers.JPG



Photo of fire safety equipment
Hydrant testing.JPG



Photo of non-conformity
No safety label.JPG



Photo of non-conformity
No secondary containment nor safety label.JPG



Photo of non-conformity
Social insurance.jpg



Photo of non-conformity
The room at the roof for person living.JPG

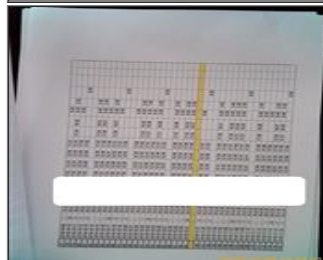


Photo of non-conformity
Working hours.jpg



Photo of the code of conduct on display
Code onsite.JPG



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



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



Photo of the inside of the main production hall
Drinking water.JPG



Photo of the inside of the main production hall
Gluing workshop.JPG



Photo of the inside of the main production hall
Packing material warehouse and finished goods
warehouse.JPG



Photo of the inside of the main production hall
Packing workshop (2).JPG



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



Photo of the inside of the main production hall
Pressing workshop.JPG



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



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



Photo of the inside of the main production hall
Surface treating workshop.JPG



Photo of the inside of the main production hall
The building factory used.JPG



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