|  |  |  |
| --- | --- | --- |
| Item 序号 | Audit Finding 审核发现点 | Corrective Action 工厂改善措施描述 |
| 1.4 | The factory does not have a complete capacity plan to fulfill orders delivery, which causes Monthly overtime hours exceeding statutory requirements | Factoty has been reasonably evaluated production capacity according to the actual orders, and overtime work has been reasonably adjusted for employees |
| 5.5 | One item did not meet the audit criteria and the reason was: the factory had 94 employees. From the social security payment records provided by the factory, the factory paid pension, medical, maternity, unemployment and work-related injury insurance for 45 employees.The factory did not buy commercial insurance for employees who do not participate in social security. According to the interview results of employees, they voluntarily give up social security. | The company's management has been arranged to communicate with employees and formulate the social security purchase plan, which will be implemented in 2020 |
| 6.2 | All sampling workers had more than 36 hours of overtime per month.According to the attendance record from November 1, 2018 to December 9, 2019, the monthly maximum overtime time of workers was 68 hours,which was in August 2019.Factory did not analyze the reasons for the overtime and make improvement measures | Overtime has been reasonably arranged according to the situation of production capacity assessment, and working hours have been revised and planned in light of the actual situation and act accordingly |