



# Social Audit Report

## 社会责任 审核报告

January 2009  
2009 年 1 月

BSCI 7-01/09

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# Social Audit Report

## 社会责任 审核报告

<b>Factory Name:</b> 工厂名称:		Laikeer Vanity Co.,Ltd. Quanzhou	
<b>Factory Address:</b> 工厂地址:		Xingzhai Industrial Park ,Wanan Loujiang District, Quanzhou City, Fujian Province, P.R. China	
<b>Management Representative:</b> 管理代表:		Mr. Wu Yongfu, Position: General Manager	
Audit Results for BSCI Social Requirements Part B: BSCI 社会责任要求 B 部分:	Good <sup>1</sup> 良好 <input checked="" type="checkbox"/>	Improvement Needed 需要改进 <input type="checkbox"/>	Non-compliant 不合规 <input type="checkbox"/>
Audit Results for Best Practice for Industry Part C: 行业最佳实践 C 部分:	Good 良好 <input type="checkbox"/>	Improvement Needed 需要改进 <input checked="" type="checkbox"/>	
Audit initiated by: 审核发起人	BSCI Member: BSCI 成员 <input checked="" type="checkbox"/>	Supplier: 供应商 <input type="checkbox"/>	
Auditing Company Name: 审核公司名称:		TUV Rheinland (Guangdong) Ltd.	
Audit report number: 审核报告号码:		BS174002667	
DBID number: DBID 号码:		27569	
Lead Auditor's name and SAAS certificate number: 主审核员的姓名以及 SAAS 证书号码:		Mr. Carl Chen/A0588;	
Auditing Company Address: 审核公司地址:		No. 199 Kezhu Road, Guangzhou Science City, Guangzhou, China	
Audit Date: 审核日期:		31 October 2011	
Date for the new BSCI cycle to be started: (3 years from the initial audit): 新的 BSCI 循环即将开始的日期 (自首次审核日期起 3 年)		31 October 2014	
Number of Initial audits performed at this facility (Cycle number 1, 2, 3..): 在该厂执行的首次审核的次数 (循环次数 1、2、3..) :		1	
Agreed date for closing the CAP (if applicable): 同意结束纠正措施计划的日期 (如适用) :		Part B: 5 November 2011 Part C: N/A	
Date, Signature & Stamp: 日期、签署和印章:		31 October 2011, Carl Chen	

<sup>1</sup> Due to the sampling nature of the auditing exercise, absence of findings during an assessment does not assure the full compliance of the facility nor does it guarantee that violations may not appear in the future. BSCI and the auditing company do not accept responsibility for conditions at other locations that may be used in the supply chain of the relevant product or service since this report covers the production site listed under "audited company" only. 由于审核活动的取样性质缘故, 若评估过程缺少调查结果, 则不能保证完全符合该体系, 也不能保证日后不会发生违反情况。由于本报告仅涉及“受审核公司”下列出的生产场所, 因此 BSCI 和该审核公司不对相关产品或服务的供应链中使用的其它场所出现的情况负责

<b>BSCI</b> Audit Report 社会责任 审核报告	工厂名称	审核日期	DBID 号码	
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<b>Lead-Auditor</b> 主审核员	Carl Chen	<b>Additional Auditor</b> 其它审核员	Nil
<b>Audit Date</b> 审核日期	31 October 2011	<b>Number of man days applied</b> 适用的人天数	1.5 (including 0.5 manday off site planning and reporting)

**A. Master Data – For full details on the business structure of the company, see complete Master Data in the Audit Questionnaire.**

**A.主要资料**—有关该公司业务结构的全部详情，请参见审核问卷中的完整的主要资料。

Location of audited Company 受审核公司地址		Basic Data 基本数据	
Name of Company 公司名称	Laikeer Vanity Co.,Ltd. Quanzhou	Year of foundation 成立年份	2005
http://www. 网址	Luchbags.en.alibaba.com	Legal status 法律地位	Private-sector company
Street 街道	Xingzhai Industial Park ,Wanan Loujiang District	Language(s) spoken in company 公司所讲的语言	Mandarin
City 城市	Quanzhou City, Fujian Province	Total capacity per month 月总产量	180,000 PCS
Zip Code 邮编	362000	<b>Contact Person</b> 联系人	
Country 国家	CHINA	Name 姓名	Mr. Wu Yongfu
Phone 电话	+86 595 22181028	Position / Language 职位/语言	General Manager/Mandarin
Fax 传真	+86 595 22182738	Phone 电话	+86 595 22678009
DBID Number DBID 号码	27569	E-mail 电邮	chinabackbag@126.com

Business Activities 商业活动			
Clothing: 服装:	<input type="checkbox"/>	Construction Material: 建筑材料:	<input type="checkbox"/>
Eyewear (Glasses): 各类眼镜(眼镜):	<input type="checkbox"/>	Furniture: 家具:	<input type="checkbox"/>
Machinery: 机械:	<input type="checkbox"/>	Other hard goods: 其他耐用品:	<input type="checkbox"/>
Textiles: 纺织品:	<input checked="" type="checkbox"/>	Toys: 玩具:	<input type="checkbox"/>
		Electronic Groups: 电子集团:	<input type="checkbox"/>
		Leather Goods (except shoes): 皮制品 (除鞋类):	<input type="checkbox"/>
		Shoes: 鞋类:	<input type="checkbox"/>
		Textiles raw material or accessories 纺织原料或配件:	<input type="checkbox"/>

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**B. Audit Assessment Results: Part B BSCI Mandatory Social Requirements**  
**B. 审核评估结果：B 部分 BSCI 强制性的社会责任要求**

		Results			
		2	1	0	NA
B.1	Management Practice 管理实践	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.2	Documentation 文件证据	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.3	Working Time 工时	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.4	Compensation 报酬	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.5	Child Labour / Young Employees 童工 / 未成年员工	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.6	Forced Labour / Prisoner Labour / Disciplinary Measures 强迫劳工/囚犯劳工/惩戒措施	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.7	Freedom of Association / Collective Bargaining 结社自由/集体谈判	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.8	Discrimination 歧视	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.9	Working Conditions 工作条件	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.10	Health and Social Facilities 卫生及社会福利设施	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.11	Occupational Health and Safety 职业安全与健康	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.12	Dormitories 宿舍	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.13	Environment 环境	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

<b>Total Result:</b> 总体结果:	<input checked="" type="checkbox"/> <b>Good</b> 良好	<input type="checkbox"/> <b>Improvements Needed</b> 需要改进	<input type="checkbox"/> <b>Non-compliant</b> 不合规
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Please fill in under results 请根据结果填写			
2 = Good 2 = 良好	1 = Improvements Needed 1 = 需要改进	0 = Critical 0 = 不合规	NA = Not Applicable NA = 不适用
No deviation from requirements or only minor deviations and full protection of employees is given 符合要求或者仅有次要的要求不符合, 员工受到全面的保护	Deviations in the minority of requirements and no crucial points 极少数要求不符合, 不存在危急情况	Deviations in the majority of requirements or/and in crucial points (double framed) 多数要求不符合或/和处于危急关头 (双重框架)	Requirements do not match to the company structure 要求不符合公司结构

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## Remarks

备注

### -Audit Scope Description

The auditee was located within independent physical boundary.

There are total 1 block of 6-storey production building and 1 block of 2-storey dormitory building. The two buildings rented from Quanzhou City Luojiang District Hongda Trading Co., Ltd, the rental contract available, the rental term from 20 December 2009 to 20 December 2014.

### B.1 Management Practice

As claimed by the factory representative, there was no valid management certificate was certified and no COC audit conducted. Mr. Wu Yongfu, General Manager was responsible that the BSCI social requirements are met. Safety Officer Qualification Certificate was issued by Quanzhou Safe Production Supervision & Management Bureau on 19 October 2011. During interview, it was found that executives, management and staff aware of the legal rights and duties under labour legislation. Anti-corruption and anti-bribery policy was included in Employee Handbook. Health & Safety Risk Identification & Assessment Management Procedure established and Risk Assessment Form updated on 24 June 2011 were reviewed. Basic cost accounting method and capacity planning method were used. Management Rules on Supplier and Subcontractor was reviewed. As claimed by the factory representative, there was no subcontract used.

### B.2 Documentation

Necessary official approvals and license were available. Social Accountability Policy was issued on 20 September 2011. The commitment to comply with the BSCI Social Requirements was signed by General Manager on 22 September 2011 and posted in the bulletin board with BSCI Code. Personnel file with ID card copies and labour contract was kept. Electronic data processing system was used to record the attendance. Pay slip was issued to workers. Social insurance was purchased for employees and payment receipts from October 2010 to September 2011 were reviewed. Payrolls from October 2010 to September 2011 were reviewed. As per factory representatives and confirmed through worker interviews, there was no pregnant case collected in past one year. Work rules were available and make available for workers. Health and safety training was documented. Chemical inventory and MSDS were maintained. Total 4 employees were trained about first aid by Quanzhou Red Cross on 10 August 2011. One set of elevator inspection reports (Report no.: QZ2011QC02385, issued on 26 April 2010. Work-related Injury Record Sheet and Work-related Injury Research Report were reviewed. Security Service Contract was signed with security guard's responsibility was signed with Quanzhou Security Service General Company Luojiang Branch on 29 December 2010. Drink water testing report was available, issued by Quanzhou Center For Disease Control inspected on 29 July 2011 testing report No .HS(2011)00123.

### B.3 Working Time

Normal working hour is 8 hours per day and 5 days per week. Only one shift was arranged in the audited factory, working hours as: 8:00-12:00, 14:00-18:00 and if needed, overtime started from 19:00-21:00. Time records from October 2010 to audit date were reviewed randomly. Electronic data processing system was accessed. Maximum 2 days overtime per day, maximum 12 hours overtime per week and 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily. Comprehensive Working Hours System was approved by Quanzhou City HR Bureau on 21 May 2010 for period of 1 June 2010 to 31 May 2011; on 20 May 2011 for period of 1 June 2011 to 31 May 2012: Maximum 3 hours overtime per day and total overtime hours within the approved period should not exceed 432 hours. The actual working hours did not exceed the waiver requirement during the approved period.

### B.4 Compensation

Legal minimum wage was RMB800/ month before March 2011 and RMB950/ month since March 2011. Payrolls from October 2010 to September 2011 were reviewed randomly. As shown in the payroll and verified through worker interviews, the minimum base wage was RMB900/ month (equal RMB5.17 per hour) before March 2011 and RMB1100/ month (equal RMB6.32 per hour) since March 2011, wage was calculated at hourly rate, which higher the local legal minimum wage. Overtime work was compensated legally. As shown in the payroll, paid annual leave and paid holidays were provided. Full attendance allowance of RMB100/ month was offered. In Employee Handbook, paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined. Social Insurance Registration Certificate was issued by Quanzhou City Luojiang District Social Insurance Fund Management Centre on 18 July 2008 with annual verification. A document was endorsed by Quanzhou City Luojiang District HR, Labour & Social Insurance Bureau on 30 September 2011 to prove the purchasing had complied with local requirement. Wages were paid by cash at the

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end of next month after the calculation period. It was verified through worker interviews.

#### **B.5 Child Labor / Young Employees**

There was no child labour or young labor identified during document review, plant tour and worker interviews. The youngest worker was born on 15 March 1993 and joined the factory on 10 June 2011.

#### **B.6 Forced Labour / Prisoner Labour / Disciplinary Measures**

It was verified through worker interviews that there was no prison labour or forced labour. During plant tour, it was observed that workers were working without pressure. Disciplinary measures were all reasonable: Verbal warning, warning letter and termination.

#### **B.7 Freedom of Association and Collective Bargaining**

Right of association or collective bargaining was not restricted. There was no trade union existed. Mr. Yang Yuansuai, Ms. Lu Guanghui, Mr. Lai Kaiji, Ms. Yang Xiqiong, Mr. Zhang Jianhua, Mr. Li Wensheng, Ms. Zhuang Yueer, Ms. Liu Jianping were elected as employee representatives on 19 September 2011. Workers could raise the suggestion through supervisors, HR Department or suggestion box. It was verified through worker interviews.

#### **B.8 Discrimination**

Workers came from different provinces of China. During worker interviews, it was found that there was no unequal, abuse, unusual disciplinary practices, and there were no preference on the religion, origin, political affiliation or age.

#### **B.9 Working Conditions**

Construction Assessment Report was issued by Fujian Minneng Engineering Testing Center on 18 August 2009. Buildings were maintained in good situation. Working environment was clean, overall conditions of the workshop as well as the factory building were found acceptable.

#### **B.10 Health and Social Facilities**

A clean first aid room was provided. Clean portable water was provided to workers. No canteen was provided for employees. Sufficient clean toilets were provided. Medication Agreement was signed with Quanzhou Luojiang Wanjiang Hospital on 18 May 2011 for emergency medication of 1 June 2011 to 31 May 2012. First aid kits were provided in each workshop.

#### **B.11 Occupational Health and Safety**

During plant tour, it was found that proper personal protective equipments were provided with proper warnings. Training records on personal protective equipment usage of year 2010 and year 2011 were reviewed. New/ expectant Mother Risk Assessment Procedure and New/ Expectant Mothers Risk Assessment Form (Updated on 20 September 2011) were reviewed. Electricity was controlled properly and inspected monthly. One electrician with valid qualification certificates (Certificate no.: T362321198811182134, valid from 21 June 2011 to 21 June 2017) were in place. Construction Fire Prevention Check & Acceptance Certificate was issued on 30 September 2009 by Quanzhou City Police Bureau Luojiang Branch. Fire early warning system was installed and inspected monthly. Sufficient fire extinguishers and fire hydrants were installed and inspected monthly. The latest two evacuation drills were conducted on 22 April 2010 and 25 October 2011. Plans, reports, attendance records and photos were reviewed. Fire extinguisher usage was trained to appointed workers on the same days. Evacuation routes were not blocked and evacuation plans were posted at each floor. Emergency lights and exit marks were installed properly and inspected monthly. There is one elevator operator in place with valid qualification certificates (Certificate no.: TS6CQZJ02875, valid from 20 September 2011 to 20 September 2013). Machines were maintained in safe condition. Operation procedure was posted in the workshop.

#### **B.12 Dormitories**

There was one block of 2-storey buildings used as dormitory, which was separated from production area and warehouse area. 18 employees were living in the provided dormitory. Female and male employees were arranged to live at different rooms. At least 4 m<sup>2</sup> for each worker. Toilet and shower facility was provided sufficiently and kept clean and functional. Fire fighting facilities were provided in dormitory area.

#### **B.13 Environment**

Industrial waste was collected by Qunanzhou Luojiang Waste Collection Company and during plant tour, it was found waste was not dumped in natural environments, or burned on open fires. Hazardous waste was collected by Xiamen Shenghuang Waste Disposal Station Co., Ltd. Collection agreement signed on 28 November 2010, the license of the collection body and the collection

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records were reviewed. During plant tour, it was observed secondary containers were provided to prevent waste chemicals from leaking into the ground. Waste Discharging Permit issued by Quanzhou City Luojiang District Environment Protection Bureau on 20 September 2011 with certification no. of [2011] A01816 for discharging of living waste water and waste air. Environment Influence Assessment Report with approval by Quanzhou City Luojiang District Environment Protection Bureau on 23 May 2011 was reviewed. Waste water inspection report issued by Quanzhou City Luojiang Environment Supervision Station on 20 October 2010 (Report no.: (2011) (126)) and waste air inspection report issued by Quanzhou Center For Disease Control and Prevention on 15 July 2011 (Report no.: LZ(2011)00101) were reviewed with acceptable result.

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**Audit Corrective Action Plan (CAP) Part B BSCI Mandatory Social Requirements**  
**审核纠正措施计划 (CAP) B 部分 BSCI 强制性的社会责任要求**

	Findings and Necessary Improvements 审核发现以及必要的改进	Implementation Date 实施日期
<b>Management Practice</b> 管理手法	No non-conformance found 未发现不符项	N/A 不适用
<b>Documentation</b> 文件证据	No non-conformance found 未发现不符项	N/A 不适用
<b>Working Time</b> 工时	No non-conformance found 未发现不符项	N/A 不适用
<b>Compensation</b> 报酬	No non-conformance found 未发现不符项	N/A 不适用
<b>Child Labour / Young Employees</b> 童工/未成年员工	No non-conformance found 未发现不符项	N/A 不适用
<b>Forced Labour / Prisoner Labour / Disciplinary Measures</b> 强迫劳工/囚犯劳工/惩戒措施	No non-conformance found 未发现不符项	N/A 不适用
<b>Freedom of Association and Collective Bargaining</b> 结社自由和集体谈判	No non-conformance found 未发现不符项	N/A 不适用
<b>Discrimination</b> 歧视	No non-conformance found 未发现不符项	N/A 不适用
<b>Working Conditions</b> 工作条件	No non-conformance found 未发现不符项	N/A 不适用
<b>Health and Social Facilities</b> 卫生及社会福利设施	No non-conformance found 未发现不符项	N/A 不适用
<b>Occupational Health and Safety</b> 职业健康与安全	In accordance with BSCI social requirements (B11.3b) all chemical substances should be labelled. It was noted that 2 bottles of lubricant oil at sewing section were not labelled.	5 November 2011 2011 年 11 月 5 日

Please fill in under results 请根据结果填写		
2 = Good 2 = 良好	1 = Improvements Needed 1 = 需要改进	NA = Not Applicable NA = 不适用
No deviation from requirements or only minor deviations and full protection of employees is given 符合要求或者仅有次要的要求不符合, 员工受到全面的保护	Deviations in the minority of requirements and no crucial points 极少数要求不符合, 不存在危急情况	Requirements do not match to the company structure 要求不符合公司结构



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	All chemical substances should be labelled with name and hazard. 按照 BSCI 的要求 (B.11.3b) 所有化学品都应标识.审核中发现针车车间两瓶润滑油化学品未标识. 所有化学品都应清楚标识其名称及危险性.  In accordance with BSCI social requirement (B.11.4 g), high voltage signs should be properly installed where needed (e.g. main power point, main fuse box). It was noted that four main power electrical control panels at workshops were not posted with high voltage signs. High voltage signs should be posted on the main power points. 按照 BSCI 的要求(B.11.4 g)当有需要的时候, 应适当地安装好高电压 (例如主要电源插座, 主要保险丝盒) 的标志。现场发现 4 个主要电源控制面板未张贴高压警示标识。 主要电源控制面板应当张贴高压警示标识。			5 November 2011 2011 年 11 月 5 日
<b>Dormitories</b> 宿舍	No non-conformance found 未发现不符项			N/A 不适用
<b>Environment</b> 环境	No non-conformance found 未发现不符项			N/A 不适用

31 October 2011/Carl Chen  
 Date / signature / stamp Auditor  
 日期/签署/印章 审核员

Signature / stamp Company  
 签署/印章 公司

Please fill in under results 请根据结果填写		
2 = Good 2 = 良好	1 = Improvements Needed 1 = 需要改进	NA = Not Applicable NA = 不适用
No deviation from requirements or only minor deviations and full protection of employees is given 符合要求或者仅有次要的要求不符合, 员工受到全面的保护	Deviations in the minority of requirements and no crucial points 极少数要求不符合, 不存在危急情况	Requirements do not match to the company structure 要求不符合公司结构

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**C. Audit Assessment Results: Part C Best Practice for Industry- Voluntary implementation but auditing is mandatory**

**C. 审核评估结果：C 部分 行业最佳实践-自愿实施，但审核是强制性的**

		Results		
		2	1	不适用
C.1	Policy 方针	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.2	Planning and Implementation 计划和实施	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.3	Management Review 管理评审	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.4	Control of Subcontractors / Suppliers / Sub-suppliers 分包商/供应商/下级供应商的管制	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.5	Control of Homeworkers 家庭工的管制	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
C.6	Compensation 报酬	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.7	Child Labour 童工	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.8	Evasion 逃避责任	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.9	Outside Communication 对外沟通	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

**Ripe for SA8000 Certification with regard to audit results B. and C.:**

根据审核结果 B 和 C 进行 SA8000 认证的时机是否成熟

☐

**YES**  
是

☒

**NO**  
否

**Training and assistance necessary but SA8000 certifiable**

尽管达到 SA8000 认证标准，是否有必要接受培训和协助

☐

**YES**  
是

☒

**NO**  
否

Please fill in under results 请根据结果填写			
2 = Good 2 = 良好	1 = Improvements Needed 1 = 需要改进	NA = Not Applicable NA = 不适用	
No deviation from requirements or only minor deviations and full protection of employees is given 符合要求或者仅有次要的要求不符合，员工受到全面的保护	Deviations in the minority of requirements and no crucial points 极少数要求不符合，不存在危急情况	Requirements do not match to the company structure 要求不符合公司结构	

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## Remarks

备注

### C.5 Control of Home workers

According to the factory representative and verified through worker interviews and production records review, there was no home-worker used.

### C.8 Evasion

As per factory representative and verified through worker interview, there was no apprentice employed.

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**Audit Corrective Action Plan (CAP) Part C Best Practice for Industry**  
**审核纠正措施计划 (CAP) C 部分 BSCI 社会责任要求**

	<b>Findings and Necessary Improvements</b> 审核发现以及必要的改进	<b>Agreed</b> 是否同意		<b>Implement- ation Date</b> 实施日期
		<b>Yes</b> 是	<b>No</b> 否	
<b>Policy</b> 方针	<p>In accordance with Best Practice for Industry requirements (C.1.1), the top management should define a commitment to conform to all requirements of SA8000 Standard. It was noted that the top management did not define a commitment to conform to all requirements of SA8000 Standard.</p> <p>按照行业最佳实践要求 (C.1.1)，最高管理层应就遵守 SA8000 标准的所有规定作出承诺。在评估中发现，最高管理层没有就遵守 SA8000 标准的所有规定作出承诺。</p> <p>The top management should define a commitment to conform to all requirements of SA8000 Standard.</p> <p>最高管理层应就遵守 SA8000 标准的所有规定作出承诺。</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用
<b>Planning and Implementation</b> 计划和实施	<p>In accordance with Best Practice for Industry requirements (C.2.1), the company should promote the requirement of the SA8000 Standard and implement at all levels of the organization. It was noted that the company did not promote the requirement of the SA8000 Standard and implement at all levels of the organization.</p> <p>按照行业最佳实践要求 (C.2.1)，公司应就 SA8000 标准的要求对组织内各阶层进行宣传并加以执行。在评估中发现，公司没有就 SA8000 标准的要求对组织内各阶层进行宣传并加以执行。</p> <p>The company should promote the requirement of the SA8000 Standard and implement at all levels of the organization.</p> <p>公司应就 SA8000 标准的要求对组织内各阶层进行宣传并加以执行。</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用
<b>Management Review</b> 管理评审	<p>In accordance with Best Practice for Industry requirements (C.3.1-3.2), top management should review the policy procedure and performance result vis-à-vis the requirement of the SA8000 Standard periodically. It was noted that top management did not review the policy procedure and performance result vis-à-vis the requirement of the SA8000 Standard periodically.</p> <p>按照行业最佳实践要求 (C.3.1-3.2)，最高管理层应定期对对照 SA8000 标准要求检讨公司的方针、程序和表现。在评估中发现，最高管理层没有定期对对照 SA8000 标准要求检讨公司的方针、程序和表现。</p> <p>Top management should review the policy procedure and performance result vis-à-vis the requirement of the SA8000 Standard periodically.</p> <p>最高管理层应定期对对照 SA8000 标准要求检讨公司的方针、程序和表现。</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用

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<b>Control of Suppliers / Subsuppliers</b> 供应商/下级供应商的管制	In accordance with Best Practice for Industry requirements (C.4.1-4.4), factory should establish procedure to recruit subcontractors / suppliers / subsuppliers based on their ability to meet the requirements of the SA8000 Standard. It was noted that factory did not establish procedure to recruit subcontractors / suppliers / subsuppliers based on their ability to meet the requirements of the SA8000 Standard. 按照行业最佳实践要求（C.4.1-4.4），公司应根据其迎合 SA8000 标准的要求的能力，建立并维持适当的程序，去聘用分包商/供货商/分供货商。在评估中发现，公司没有根据其迎合 SA8000 标准的要求的能力，建立并维持适当的程序，去聘用分包商/供货商/分供货商。  Factory should establish procedure to recruit subcontractors / suppliers / subsuppliers based on their ability to meet the requirements of the SA8000 Standard. 公司应根据其迎合 SA8000 标准的要求的能力，建立并维持适当的程序，去聘用分包商/供货商/分供货商。	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用
<b>Control of Homeworkers</b> 家庭工的管制	NA 不适用	<input type="checkbox"/>	<input type="checkbox"/>	N/A 不适用
<b>Compensation</b> 报 酬	In accordance with Best Practice for Industry requirements (C.6.2), basic needs wage should be paid or the company should define a plan for achieving the basic needs wage within a specified and reasonable period of time. It was found the paid minimum wage was higher than the basic needs wage calculated by auditor team. 按照行业最佳实践要求（C.6.2），工资应能满足基本需要，或公司应指定一个周详的计划，尝试在一个确定和可接受的期限达到工资可以支付生活基本需要的水平。在评估中发现，工厂支付的最低工资达到审核组计算的基本生活需求工资。	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用
<b>Child Labour</b> 童 工	In accordance with Best Practice for Industry requirements (C.7.1), the company should establish and documented, and maintain and effectively communicate to personnel and other interested parties, policies and procedures for remediation of children found to be working. It was noted that the company did not establish, document, maintain and effectively communicate to personnel and other interested parties, policies and procedures for remediation of children found to be working. 按照行业最佳实践要求（C.7.1），公司应建立和以文件记录有关革除童工的方针和程序，并且努力维持和有效地与员工和其它利益关系方就此问题沟通。在评估中发现，公司没有建立和以文件记录有关革除童工的方针和程序，并且努力维持和有效地与员工和其它利益关系方就此问题沟通。  The company should establish, document, maintain and effectively communicate to personnel and other interested parties, policies and procedures for remediation of children found to be working. 公司应建立和以文件记录有关革除童工的方针和程序，并且努力维持和有效地与员工和其它利益关系方就此问题沟通。	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用
<b>Evasion</b> 逃避责任	No non-conformance found 未有发现不符项	<input type="checkbox"/>	<input type="checkbox"/>	N/A 不适用

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<b>Outside Communication</b> 对外沟通	In accordance with Best Practice for Industry requirements (C.9.1), the company should establish and maintain the procedure to communicate regularly to all interested parties data and other information regarding performance of the requirement of the SA8000 Standard. It was noted that the company did not maintain the procedure to communicate regularly to all interested parties data and other information regarding performance of the requirement of the SA8000 Standard. 按照行业最佳实践要求（C.9.1），公司应建立并维持程序以定期与所有利益相关方就 SA8000 标准要求的表现进行沟通。在评估中发现，公司没有维持程序以定期与所有利益相关方就 SA8000 标准要求的表现进行沟通。  The company should maintain the procedure to communicate regularly to all interested parties data and other information regarding performance of the requirement of the SA8000 Standard. 公司应维持程序以定期与所有利益相关方就 SA8000 标准要求的表现进行沟通。		<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用

31 October 2011/Carl Chen

Date / signature / stamp Auditor

日期/签署/印章 审核员

Signature / stamp Company

签署/印章 公司

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## List of Audit Attachments

### 审核附件清单

	<b>Obligatory Attachments- to be included as part of this PDF report</b> 所需附件 作为该 PDF 报告的一部分而被包括进去	Attached? 已附?
1.	Employees Interview Sheet 员工访谈记录单	Yes
2.	Photos: outside factory compound, production floor, canteen, dormitories, display of the code of conduct, nursery, etc. 照片: 厂院外、生产楼层、食堂、宿舍、行为守则的展示架、苗圃等等	Yes
3.	Child Labour Record Sheet 童工记录单	NA

	<b>Required copies to be available as part of the audit pack, if no legal prohibition for collecting the record, according to local law.</b> 要求提供复印件作为审核资料的一部分, 如果法律允许收集记录, 请依照当地法律。	Available with the audit files? 已随审核文件提供?
5.	Collective Bargaining Agreement 劳资协议	NA
6.	Personnel File sample 个人文件样本	Yes
7.	Time Record sample 时间记录样本	Yes
8.	Payslip sample 工资条样本	Yes
9.	Payment to Social Insurance Fund 社会保险金支付	Yes
10.	Wage List sample 工资表样本	Yes
11.	Maternity Leave sample 产假样本	NA
12.	Work Rules 工作规则	Yes
13.	Documentation on Health and Safety Training 有关健康与安全培训的文件证据	Yes
14.	Documentation on Social Issues made by officials or other social audit 由官员或其他社会责任审核员造成的社会责任问题的文件证据	NA
15.	Agreement with a union or other worker representative 与工会或其他工人代表签订的协议	NA
16.	Authorization for exemptions from statutory regulations 法定豁免的批准	Yes
17.		
18.		
19.		
20.		
21.		