
Auditee :	Hunan Gaofeng Ceramic Manufacturing Co., Ltd.
Audit Date From :	27/06/2017
Audit Date To :	30/06/2017
Expiry Date of the Audit :	Please refer to the producer profile in the BSCI platform
Auditing Company :	CTI (Centre Testing International Corporation)
Auditor's Name(s) :	Joe Zheng(Lead)
Auditing Branch (if applicable) :	



This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></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><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>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>A</td><td>B</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	A	A	A	A	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing 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	A	A	A	A	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></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><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>B</td><td>C</td><td></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>B</td><td>C</td><td>C</td><td>C</td><td></td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	B	C		B	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 needing follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	B	B	B	B	B	B	B	B	C																																		
B	B	B	B	B	B	B	B	B	B	B	C	C	C																																		
<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></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>C</td><td>C</td><td>C</td><td>C</td><td></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>C</td><td>D</td><td></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>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	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	C	D		C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	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	C	D																																		
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></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><td></td><td></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><td></td><td></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><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	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</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	E	E																																	
<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></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><td></td><td></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><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><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	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it 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	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Main Auditee Information



Name of producer :	Hunan Gaofeng Ceramic Manufacturing Co., Ltd.		
DBID number :	369630		
Audit ID :	82910		
Address :	Yucha Village, Jiashu Town Liling		
Province :	Hunan	Country :	China
Management Representative :	Zhou Yunlin		
Contact person:	Rong Fang	Sector :	Non-Food
Industry Type :	Others	Product group :	Others
Product Type :	Ceramic		

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
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 : 30/06/2018

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	C	C	D	A	A	A	A	A	A	B

Executive summary of audit report

Hunan Gaofeng Ceramic Manufacturing Co., Ltd. is located in Yucha Village, Jiashu Town, Liling City, Hunan Province, China. This is a Local Invest Company. The total land area occupied by the facility is about 50000 square meters. They have started their operation at the existing location since 2004.

A total of 783 employees including 511 female employees and 272 male employees are currently working in the auditee. The ages ranged from 18-55 years old. There is 679 production employees (including moulding, sample making, warehouse, QA, packing etc) and 104 non-production employees (including financial, HR and office staff). The proportion of local employees to migrant employees is 766 to 17. Migrant workers mostly come from other provinces in China, such as Sichuang and Henan. All employees are hired by the auditee directly. There are 783 employees present on the day of audit.

In view of the facilities, the auditee consists of twelve flat buildings, two 2-storey building and two 3-storey buildings as production floor and warehouse. One 3-storey building is used as office building. One flat building is used as canteen. No dormitory is available for employees.

The employees work for 5 days a week in one shift except 72 firing workers work for 5 days a week in three shifts. The normal working hour is from 8:00 to 17:30 with 1.5 hours' break from 12:00 to 13:30. The 72 firing workers' first shift is from 0:00 to 8:00; second shift is from 8:00 to 16:00 while the third shift is from 16:00 to 24:00. Electronic Attendance System is used for time keeping and every employee should scan their ID cards when they go in and out the workshop. Employees' wages are calculated on an monthly-rated basis and paid monthly. There was no obvious peak season in the auditee.

Additional Auditor Remarks:

- 1). Working hour records from June 2016 to June 30, 2017 and payroll records from June 2016 to May 2017 were provided for review.
- 2). The address in platform is Jiashu Town, Liling City, Hunan Province, China. And the complete address in business license is Yucha Village, Jiashu Town, Liling City, Hunan Province, China, which is more detail.

Ratings Summary



Auditee's background information			
Auditee's name :	Hunan Gaofeng Ceramic Manufacturing Co., Ltd.	Legal status :	Limited company
Local Name :	湖南高峰陶瓷制造有限公司 (91430200758042204M)	Year in which the auditee was founded :	2004
Address :	Yucha Village, Jiashu Town	Contact person (please select) :	Rong Fang
Province :	Hunan	Contact's Email :	1659823416@qq.com
City :	Liling	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 :	None	Total turnover (in Euros) :	15000000.00
Sector :	Non-Food	Of which exports % :	80.00
Industry :	Others	Of which domestic market % :	20.00
If other, please specify :		Production volume :	4000000 pieces per month
Product Group :	Others	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Ceramic		

Auditee's employment structure at the time of the audit			
Total number of workers :	783	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	272	511	
Temporary workers	0	0	
In management positions	56	48	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	7	10	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	272	511	
Production based workers	0	0	
With shifts at night	72	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 - 82910] Audit Date: 27/06/2017 PA Score: D

Deadline date:30/08/2017

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, the auditee had pointed one manager to ensure the BSCI program are followed in satisfactory manner. And the BSCI Code of Conduct had been posted on site for employees' knowledge. The producer had established a qualified suppliers list. For main suppliers, they conducted on-site assessment to evaluate their performance and the relevant report and corrective action were kept for tracking. However, based on satisfactory evidence, the main auditee did not respect this principle.
根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有指定1名管理层来确保BSCI项目执行情况。现场有张贴BSCI行为准则, 方便员工了解。受审核方建立了一份合格供应商名单。对于主要的供应商, 他们会进行现场评估其供应商的表现, 并保存相关的报告及整改资料以便跟进。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。

- 1.1 - It was noted that the auditee did not establish effective management system to implement the BSCI Code of Conduct in production.
工厂未建立有效的管理系统将BSCI的运作融入日常生产中。
- 1.4 - It was noted that the auditee did not establish proper production capacity planning.
工厂未制定合理产能规划。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 82910] Audit Date: 27/06/2017 PA Score: B

Deadline date:30/08/2017

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, the auditee had established the management procedure to ensure the workers involvement and information exchange on workplace issue. (Please refer to PA3 for detail on workers representative.) The auditee established annual training plan to provide training to employees to know their right and responsibility. However, based on satisfactory evidence, the main auditee did not respect this principle.
根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立程序来选举员工代表, 确保员工的参与及在工作问题上的交流。(有关员工代表的内容参考PA3。)受审核方制定了年度的培训计划, 提供培训让员工了解自己的权利与职责。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。

- 2.5 - It was noted that the auditee did not estimate or take action to improve the effectiveness of the grievance mechanism.
受审核方未评估和采取措施以提高申诉机制的有效性。

Remarks from Auditee:

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

Full Audit [Audit Id - 82910] Audit Date: 27/06/2017 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, there is no labor union in the company, but there were employee representatives voted by all employees in the auditee. Current 12 employee representatives were voted by all employees on August 14, 2015. The last meeting between employee representatives and management was conducted on March 17, 2017. Employees could raise their concerns through suggestion box, employee representative or management directly. Based on satisfactory evidence, the main auditee respected this principle.
根据现场观察, 管理层及员工访谈, 文件审核, 受审核方没有工会, 但是有由所有员工选举的员工代表。本届12名员工代表于2015年8月14日由所有员工选举产生。员工代表与管理层最近一次会议是2017年3月17日召开。工人可以通过意见箱、工人代表, 或直接向管理层反映自己的意见。基于令人满意的证据, 主要受审核方尊重这个原则。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 82910] Audit Date: 27/06/2017 PA Score: C	Deadline date:30/08/2017
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee established the Anti-discrimination policy and implemented it accordingly. Management and workers stated that the auditee prohibited pregnancy testing as a condition of employment or continued employment. Through documents review (such as personnel files, labor contracts, payroll records, attendance records and resignation records), management interview and works interview, no evidence showed that discrimination existed in the company. However, based on satisfactory evidence, the main auditee did not respect this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立反歧视的政策, 并按要求执行。管理层及员工称被审核方严禁把做怀孕测试作为雇佣或继续雇佣的条件。通过文件审核(如人事档案、劳动合同、工资表、考勤记录及辞工记录)、管理层访谈、员工访谈, 未发现歧视。基于令人满意的证据, 主要受审核方没有完全尊重这个原则。 4.2 - It was noted that the auditee did not conduct satisfaction surveys on the grievance mechanism. 工厂没有就投诉机制做满意度调查。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 82910] Audit Date: 27/06/2017 PA Score: C	Deadline date:30/08/2017
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, employees were paid no less than local minimum wage, the company paid 150%, 200% and 300% of normal rate wages for overtime hours on normal working days, rest days and official public holidays respectively. Through labour contracts review, management interview and employees interview, employees were paid on hourly rate basis on the 15th day of each month by cash. Furthermore, the company would provide benefits such as sick leave, annual leave, childbearing leave and work-related injury leave, etc according to local law requirement. However, based on satisfactory evidence, the main auditee did not respect this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 员工的工资不低于当地的最低工资, 受审核方在平日加班、休息日及法定假日加班分别支付正常工资的1.5倍、2倍、3倍。通过查看劳动合同、管理层访谈及员工访谈, 员工工资是计时的, 在每月15日发放现金。此外, 公司按法规要求提供福利, 如病假、年假、产假及工伤假等。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。 5.4 - It was noted that the auditee did not know the requirement of "Fair Remuneration Scan". 工厂不了解“公平报酬扫描”。 5.5 - Through reviewing the social insurance payment receipt of May 2017, it was noted that only 18 out of 783 employees had participated in pension insurance; no employee had participated in unemployment insurance, maternity insurance or medical insurance; all employees had participated in work-related injury insurance. The management stated that some employees did not want to participate in social insurance. Reference law/regulation: Article 72 & 73 of the PRC Labor Law 根据工厂提供的2017年5月的社保收据, 工厂783名中的18名员工参加了养老保险, 没有员工参加失业保险、医疗保险和生育保险, 所有员工参加工伤保险。当地社保部门没有要求参加其他险种。依据《中华人民共和国劳动法》(1994)第七十二条和第七十三条	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 82910] Audit Date: 27/06/2017 PA Score: D	Deadline date:30/08/2017
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee has established working hours policy and procedure. Verified with worker interview, all workers worked on voluntary basis. According to the randomly selected 25 samples' records, the regular working hours were 8 hours per day and 40 hours per week; the maximum daily overtime hours were 2 hour, the maximum weekly working hours were 58 hours, the maximum monthly overtime hours were 66 hours. The maximum continuous working days were 6 days. However, based on satisfactory evidence, the main auditee did not respect this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立工时政策、程序。员工访谈确认, 员工加班是自愿的。根据随机抽取的25个样板记录显示, 正班工时为每天8小时, 每周40小时; 日加班时间最多为2小时, 每周工作时间最多为58小时, 每月加班时间最多为66小时。最多连续工作6天。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。 6.2 - It was noted that the monthly overtime hours of 23 out of 25 samples were 66 hours in May 2017 (current month) and 64 hours in September 2016 (random month), which was in excess of 36 overtime hours per month. The management stated that the overtime hours was arranged for the urgent orders. Reference law/regulation: Article 41 of the PRC Labor Law 随机抽取的25名员工中有23名在2017年5月的月加班时间为66小时; 在2016年9月的月加班时间为64小时。超过法律规定的每月加班不超36小时。加班是为了完成临时的紧急订单。依据《中华人民共和国劳动法》第41条	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 82910] Audit Date: 27/06/2017 PA Score: A	Deadline date:30/08/2017
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the main auditee had established policy and procedure on health and safety and implement it accordingly, such as one manager was appointed to in charge of health and safety issues, safety training provided to employees regularly. Fire facilities such as fire extinguishers, fire hydrant, fire alarm system, emergency light and exit signs, etc were installed and inspected monthly. Twice fire drills were conducted per year. The latest fire drill was done on March 24, 2017. There were 7 qualified first aiders in the company, and first aid kits were available in each workshop. The company claimed that all personnel have the right to remove themselves from imminent danger without seeking prior permission from the company, which was verified by worker interview. Drinking water was provided freely to all workers. However, based on satisfactory evidence, the main auditee did not respect this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立健康安全政策及程序并按要求执行, 如, 指定一名管理层负责健康安全事宜, 定期给员工提供安全培训, 消防设施如灭火器、消防栓、应急灯、安全出口标等已安装并每月检查, 消防演习每年两次, 最近一次是2017年3月24日。公司有7个有资质的急救员, 每个车间设有药箱。公司称所有人有权在遇到危险时可以不经许可先逃离危险, 这些通过员工访谈有确认。饮用水免费提供给所有员工。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。 7.4 - It was noted that workers were not involved in the drafting or enforcement of the internal procedure on occupational health and safety. 员工未参与到制定健康安全程序。 7.6 - It was noted that the auditee didn't provide water-proof boots or aprons for 10 cleaning workers in moulding workshop. Reference law/regulation: the Safety Manufacturing Law Article 37 工厂没有为成型车间的清洗工人提供防水工作鞋和围裙。 7.9 - It was noted that no high temperature warning sign was posted in the hot water supply areas. 工厂生产楼的热水取用处没有张贴高温警告标示。	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 82910] Audit Date: 27/06/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding prohibition child labor and remedial measure on child labor. As per procedure on hiring and HR management, the company would authenticate ID cards through eye-measurement, interview, physical appearance comparison. The copy of identification card for all employees would be kept in personnel file. During this audit, through documents review (reviewing personnel file, identification card and roster, etc), workers interview and management interview, there was no child labor identified. The youngest worker hired by the company was 18 years old. Based on satisfactory evidence, the main auditee respected this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立禁止使用童工的程序及童工补救措施。依照程序及HR管理层, 公司会通过目视、访谈、与员工比对等方式去鉴别身份证。每位员工的身份证的复印件保存在人事档案里。在本次审核中, 通过文件审核(如人事档案、身份证、员工花名册等)、员工访谈及管理访谈, 没有发现童工。最小员工的年龄是18岁。基于令人满意的证据, 主要受审核方尊重这个原则。	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 82910] Audit Date: 27/06/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding Young Worker Protection Management Procedure and implemented it accordingly. There was no young workers found during this audit. The youngest worker hired by the company was 18 years old. Based on satisfactory evidence, the main auditee respected this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立未成年工人保护程序, 并按要求执行。本次审核没有发现未成年工。最小员工的年龄是18岁。基于令人满意的证据, 主要受审核方尊重这个原则。	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 82910] Audit Date: 27/06/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding Hiring Procedure and implemented it accordingly. The auditee signed labor contract with each employees within one week after hiring and employees obtained one copy. Based on satisfactory evidence, the main auditee respected this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立雇佣程序, 并按要求执行。受审核方在员工入职一周内与每位员工签订劳动合同, 同时会给一份复印件给员工。基于令人满意的证据, 受审核方尊重这个原则。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 82910] Audit Date: 27/06/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding on prohibition bonded labor and implemented it accordingly. No deposit or ID card was withheld by the auditee. No illegal disciplinary measure was noted in this audit. No bonded labor was found during this audit. Based on satisfactory evidence, the main auditee respected this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立强迫劳动程序, 并按要求执行。受审核方没有收押金或扣押证件。没有发现违法的纪律处罚。本次审核, 未发现强迫劳动。基于令人满意的证据, 主要受审核方尊重这个原则。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 82910] Audit Date: 27/06/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established the procedure to ensure its business model in line with local environmental law. Based on satisfactory evidence, the main auditee respected this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立程序来确保其生产活动符合当地环境法规。基于令人满意的证据, 主要受审核方尊重这个原则。	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 82910] Audit Date: 27/06/2017 PA Score: B	Deadline date:30/08/2017
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established Anti-bribery And anti-corruption Procedure, and they had given training to employees for this issue. However, based on satisfactory evidence, the main auditee did not respect this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立反贿赂及反腐败的程序, 并给员工提供相关的培训。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。 13.4 - It was noted that the auditee did not establish privacy information procedure. 工厂未制定保密信息的程序文件。	
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	27/06/2017	82910	D	B	A	C	C	D	A	A	A	A	A	A	B	C

Producer Photos



External photo(s) of the production unit(s)
Canteen building.jpg



Photo of fire safety equipment
Fire hydrant.jpg



Photo of the inside of the main production hall
Finished goods warehouse.jpg



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



Photo of non-conformity
NC No warning sign for hot water.jpg



Photo of the inside of the main production hall
Mixing section.jpg



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



Photo of non-conformity
NC No water proof and apron for cleaning workers.jpg



Photo of the inside of the main production hall
Mud mixing section.jpg



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



Photo of the canteen (if applicable)
Canteen.jpg



Photo of the inside of the main production hall
Packing section 1.jpg



Photo first aid facilities
Eye washer.jpg



Photo of the canteen (if applicable)
Kitchen.jpg



Photo of the inside of the main production hall
Packing section 2.jpg



Photo first aid facilities
First aid kit.jpg



Photo of the inside of the main production hall
Assembly section.JPG



Photo of the inside of the main production hall
Repairing section.jpg



Photo of fire safety equipment
Evacuation plan.JPG



Photo of the inside of the main production hall
Auto moulding line.jpg



Photo of the sanitary facilities
PPE sign.jpg



Photo of fire safety equipment
Exit sign.JPG



Photo of the inside of the main production hall
Baking section.jpg



Photo of the sanitary facilities
Suggestion box.JPG



Photo of fire safety equipment
Fire alarm with backup power.jpg



Photo of the inside of the main production hall
Decal section.jpg



Photo of the sanitary facilities
Time keeping station.jpg



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of the inside of the main production hall
Decoration firing section.jpg



Photo of the sanitary facilities
Toilet.jpg