

Auditee :

BILLION ARTS(HUIZHOU) CO., LTD

Audit Date From :

14/12/2020

Audit Date To :

14/12/2020

Expiry Date of the Audit :

Please refer to the producer profile in the amfori BSCI platform

Auditing Company :

SGS

Auditor's Name(s) :

Charles Xie(Lead)

Auditing Branch (if applicable) :

SGS CHINA



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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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 <p>These are three examples:</p> <table border="1"> <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><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>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>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></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	B	B	B	B	B	B	A	A	A	A	A	A	A	A	B	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.
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	B	B	B																																			
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	B																																			
B Good	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1"> <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><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>B</td><td>B</td><td>C</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>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	B																																			
A	A	A	A	A	B	B	B	B	B	B	B	B	B	B	C																																			
B	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																			
C Acceptable	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1"> <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>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><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>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>D</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><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	C	C	C	A	A	A	A	B	B	B	B	B	C	C	C	D	D	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	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.
A	A	A	A	A	A	A	A	A	C	C	C	C	C	C	C																																			
A	A	A	A	B	B	B	B	B	C	C	C	D	D	D	D																																			
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	D																																			
D Insufficient	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1"> <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>D</td><td>D</td><td>D</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>D</td><td>D</td><td>D</td><td>E</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>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></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	D	D	E	D	D	D	D	D	D	D	D	D	E	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.
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D	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																			
E Unacceptable	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1"> <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>E</td><td>E</td><td>E</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><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><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	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	E	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
A	A	A	A	A	A	E	E	E	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	E	E																																			
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 :	BILLION ARTS(HUIZHOU) CO., LTD		
DBID number :	406671		
Audit ID :	200803		
Address :	Linxiafang Guanshan village, Qiuchang town, Huiyang district Huizhou		
Province :	Guangdong	Country :	China
Management Representative :	Siqing Zhou		
Contact person:	Liqiong Ye	Sector :	Non-Food
Industry Type :	Toys and Games	Product group :	toys
Product Type :	Doll's house		



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
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 : 14/12/2021

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	B	A	A	B	D	B	A	A	A	A	A	A

Executive summary of audit report

This audit was conducted by Charles Xie(APSCA Number: RA21701887)

BILLION ARTS (HUIZHOU) CO., LTD (business license: 91441303678858895M) was located at Linxiafang Guanshan village, Quichang town, Huiyang district, Huizhou, Guangdong, China. The establishment date was Aug 29, 2008 and the factory focus on manufacturing Doll's house.

There were total 35 employees in the factory during the audit.

The audited factory rented three 1-storey production buildings as workshop and warehouse, one 3-storey building as office, and one 4-storey building as dormitory.

The factory did not provide canteen to workers.

The main production process flow was Wood processing-Polishing-Spraying-Assembly-Packing

The factory recorded workers' working time through finger printing attendance system, the regular working time was 8 hours per day and 5 days 40 hours per week, there were one shift for all workers. All workers were calculated at monthly rate system.

During the audit, the management of facility provided support to the audit team so that the audit had been carried out smoothly.

Workers interviews were conducted in either individual or group in confidential manner. Total 2 individual and 1 group with 3 workers interviews were conducted. All interviewed workers were chosen by auditors without the influence from the management. The interviewed workers were cooperative with the interview and showed satisfying in working in the facility.



Ratings Summary

Auditee's background information			
Auditee's name :	BILLION ARTS(HUIZHOU) CO., LTD	Legal status :	Limited company
Local Name :	惠州通億艺品有限公司 (91441303678858895M)	Year in which the auditee was founded :	2008
Address :	Linxiafang Guanshan village,Qiuchang town,Huiyang district	Contact person (please select) :	Liqiong Ye
Province :	Guangdong	Contact's Email :	gmtongyi@163.com
City :	Huizhou	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 :	N22°50'47" E114°25'23"	Total turnover (in Euros) :	1600000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Toys and Games	Of which domestic market % :	0.00
If other, please specify :		Production volume :	100000 pcs per year
Product Group :	toys	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Doll's house		

Auditee's employment structure at the time of the audit			
Total number of workers :	35	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	18	17	
Temporary workers	0	0	
In management positions	2	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	17	14	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	18	17	
Production based workers	0	0	
With shifts at night	4	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 - 200803] Audit Date: 14/12/2020 PA Score: D

Deadline date:14/03/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 1. Siqing Zhou/Manager was amfori BSCI management representative. The main auditee set up policy and procedure on social accountability, defined management responsibilities of each departments, conducted regular internal assessment about their social responsibility management system, the last internal assessment was conducted in Apr 2020, corrective actions for non-conformance were established, records were kept. The main auditee selected suppliers and conducted regular assessment for its suppliers on their social responsibility according to amfori BSCI requirement, meanwhile, the main auditee evaluated the workforce capacity, production plan was arranged. However, gaps had been identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。经理/周四清为amfori BSCI管理者代表，被审核方建立了社会责任政策和程序，定义了各部分的管理职责，定期进行了社会责任内审，上一次内审在2020年4月进行，针对不符合项被审核方有制定纠正行动计划且保留了记录。被审核方对其供应商基amfori BSCI行为准则进行选择以及监控其社会绩效。同时被审核方进行了产能评估，但也发现被审核方在如下方面和amfori BSCI要求有差距：

1.1 - The main auditee partially respects this principle because the main auditee has established management system according to Amfori BSCI requirement, such as established procedures, defined responsibility of each department, but for the deficiency in management, there were some gaps were found between procedures and implementation, such as issues were found on working time, health and safety etc.
被审核方部分符合该原则。原因是被审核方有按照Amfori BSCI 要求建立相应的管理体系，包含程序文件，定义相关部门的职责。但由于管理缺失，导致审核期间仍有发现政策与执行存在差异的部分，例如工时管理，健康安全等。

1.4 - The main auditee partially respects this principle because evidence which was provided by the main auditee showed the main auditee evaluated the production capacity and order assessment. During the audit, it was found workers' overtime exceeded legal laws, the main auditee could not complete production order with the overtime limit of legal laws.
被审核方部分符合该原则，原因是被审核方提供证据证明进行了产能评估和订单评审，审核发现员工的加班时间超出了法规要求，被审核方未能在确保员工加班时间符合法规要求下完成客户订单。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 200803] Audit Date: 14/12/2020 PA Score: B

Deadline date:14/03/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 2. Based on interview with management, workers and review documents, 2 worker representatives were elected by workers freely in Apr 2020. Monthly communication was conducted between worker representatives and management, meeting minutes were provided for review during audit. It has been noted that the auditee had a grievance mechanism: the mechanism consisted of using suggestion boxes and an open door policy on coming up with suggestion directly to workers' supervisor. And the main auditee defined long term goals for protecting workers. The management collected amfori BSCI relevant documents and provided training to supervisors of each department, workers and worker representatives. However, gaps had been identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。根据与管理人员以及员工访谈同时查看资料，被审核方让员工在2020年4月自由地选举了2名员工代表，员工代表与管理人员也会进行每月沟通，审核期间被审核方提供了会议记录。被审核方已建立了申诉系统，员工可通过意见箱，或直接和主管进行沟通等方式提供投诉。同时被审核方定义了保护员工的长期目标，管理人员有收集amfori BSCI相关要求并给各部门负责人，员工以及员工代表进行了培训。但也发现被审核方在如下方面和amfori BSCI要求有差距：

2.2 - The main auditee partially respects this principle. Because the main auditee defined long term goals for protecting workers, but workers or worker representative didn't get involved in the process about defining the long term goals.
被审核方（生产商）部分符合该准则。原因是被审核方已定义保护员工的长期目标，但员工或员工代表未参与制定长期目标中。

2.4 - The main auditee partially respects this principle because most interviewed workers were not quite aware of the requirements social responsibility or the Amfori BSCI Code, though the factory had conducted training of Amfori BSCI Code to all employees and posted the Amfori BSCI code onsite, but factory did not check the effect of the training.
被审核方部分遵守该原则，原因是大部分的访谈工人不了解社会责任或者是Amfori BSCI的内容，虽然工厂有对Amfori BSCI进行培训并且张贴了Amfori BSCI行为准则，但是未验证培训的效果。

Remarks from Auditee:

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

Full Audit [Audit Id - 200803] Audit Date: 14/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 3. The factory established the management procedure on The rights of Freedom of Association and Collective Bargaining. The factory respects workers' right to bargain collectively, no collective bargain was happened in factory. There were 2 workers' representatives in the factory, and he hold the meeting with the management regularly. Based on the interview statement of the workers' representative, he was not discriminated by the factory.

综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂制定了自由结社和集体谈判权利管理程序。工厂尊重工人集体谈判权，工厂未发生过集体谈判。工厂有2名工人代表，工人代表有定期和管理层开会。根据工人代表访谈，在该工厂，工人代表不会被歧视，他可以随时进入车间和员工沟通。

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 200803] Audit Date: 14/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 4. Based on the Amfori BSCI code of conduct, the factory had set up their mission, objective and policy on no discrimination, and posted in the workshop. Management representative knew define of discrimination, and he could identify all kind of discrimination cases. According to worker interview, the factory conducted training of No discrimination to all workers, worker could well understand no discrimination and disciplinary measures.

综合概况：整体观察显示被审核方符合该绩效区域的要求。被审核方依据AmforiBSCI的行为准则建立了非歧视方面方针政策和程序文件且张贴在车间。管理人员对歧视的定义很清楚，并且能够识别出各种歧视的情况，通过员工访谈了解，工厂对员工进行了不歧视方面的相关培训，员工对不歧视和惩戒措施有很好的认识。

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 200803] Audit Date: 14/12/2020 PA Score: B

Deadline date:14/03/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 5. The factory has established the wage management procedure, provided the payrolls from Nov 2019 to Oct 2020, the minimum wage paid by the factory was at least RMB 1720 per month, which more than the legal requirement. Overtime on working days, rest days and national holiday was paid at 150%, 200% and 300% of normal wage respectively. The whole month was counted as a wage calculation cycle, and the corresponding wage was usually paid before 30 days of next month. The payslip was provided to workers. Provided the annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave to workers. No illegal deduction was detected. However, gaps have been identified in implementation.

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了工资管理控制程序，提供了从2019年11月至2020年10月的工资表，工厂给员工支付最低1720元每月工资，高于当地最低工资标准。员工延长工作时间，周末时间以及节假日加班时支付正常工资的150%，200%和300%的加班费。工资计算周期是每月1日至月末，工资通常在下个月30号以前发放，为员工提供了工资条。工厂规定了带薪年休假、法定假日、病假、婚假、产假以及丧假等。没有发现工厂存在违规扣款的情况。但是，发现被审核方在实施中仍存在与该章节要求之间的差距。

5.5 - The main auditee does not respect this principle because the main auditee did not provide social insurance for workers as per legal requirement. Based on provided social insurance payment records of Nov 2020, there were 35 employees in the factory, but the factory only provided retirement insurance accident insurance, unemployment insurance, medical and maternity insurance for 8 workers.

被审核方（生产商）因未按照法规要求给所有人员提供所有险种社保而未遵守该原则。根据工厂提供的2020年11月的社会保险缴费记录，工厂有35名员工，工厂只提供了养老，工伤，失业，医疗和生育保险给8名员工。

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 200803] Audit Date: 14/12/2020 PA Score: D

Deadline date:14/03/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 6. The auditee has a working hour policy to describe the standards of working hours and labor intensity and communicate the policy to each worker when he entered the factory. Factory ensured all workers rest on Sundays. The auditee ensures normal working hours comply with legal requirement and the use of overtime is voluntary and paid at adequate premium rate. The auditee supports the right to resting breaks including short breaks during working hours, meal break and night rest. 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, Saturday and holidays. Factory used fingerprint scanner attendance recorder to record the working hours, during the audit, factory provided the attendance records from Nov 1, 2019 to audit date for reviewing, all workers conducted one shift (08:00-12:00, 13:30-17:30), sometimes had 10 OT hours in Saturdays, and 2.0 hours at weekdays. However, gaps had been identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了工作时间的程序规范了工作时间标准和劳动强度并在每位工人入职前阐明该项程序。工厂确保正常工作时间遵循法律规定，加班是自愿的、且工厂承诺足额支付加班费。工厂保证了员工每周日休息。工厂给予充分的休息时间包括工作时间内的短暂休息，进餐时间和睡眠时间。平时，周末及节假日加班的加班费分别按照正常工作日的150%，200%及300%费用支付。工厂采用指纹考勤机记录工人的工作时间，根据工厂提供的2019年11月1日至审核当天的考勤，所有工人实行一班制(08:00-12:00, 13:30-17:30;)，有时周六会有10个小时的加班，平时晚上有时有2个小时的加班。但也发现被审核方在如下方面和amfori BSCI要求有差距：

6.2 - The main auditee does not respect this principle because the monthly OT hours exceeded legal requirement. Based on provided attendance records from Nov 1, 2019 to the audit day, sample workers' monthly OT hours exceeded 36H, the maximum was 92 hours happened in Nov 2019 and Aug 2020.

被审核方（生产商）因员工月加班超过法规按要求而未遵循该准则。根据工厂提供的自2019年11月1日至审核当日的考勤记录，抽样员工月加班均超过法规要求的36H，最大为92小时，发生在2019年11月和2020年8月。

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 200803] Audit Date: 14/12/2020 PA Score: B

Deadline date:14/03/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 7. Safety Director was responsible for the affairs of health and safety. The factory had collected related laws on health and safety. The factory had conducted risk assessment on health and safety. The factory had established health and safety committee, workers' representative was also the member of the committee, and they had communicated the situation on health and safety by holding meeting. For mechanism safety, all processes of operation were set up, workers were well trained to operate it correctly. The factory also set up emergency treatment procedure. The first aid boxes were also available in the workshop. There were 2 trained first aiders in the factory. The factory conducted fire drills twice per year, the date was on May 25, 2020 and Nov 27, 2020. Dormitory was provided for workers, and no canteen and transportation was provided for workers. However, gaps had been identified in implementation as follows:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。安全主任负责整体的健康与安全。工厂有收集健康安全方面的法律法规。工厂有进行健康安全风险评估。工厂成立了健康安全委员会，员工代表也是委员会成员，且有定期开会沟通健康安全管理情况。在机械安全方面，工厂针对有机械安全风险的岗位都制定了相应的操作规程，并且给员工提供了培训以防范这方面风险。在急救政策方面，工厂制定了急救政策，工厂给车间配备了药箱。工厂有2名培训合格的急救员。工厂一年举行两次消防演习，分别在2020年5月25日和2020年11月27日。被审核方有给员工提供宿舍，未提供食堂和交通。不过，工厂在以下方面和amfori BSCI要求尚有差距：

7.1 - The main auditee partially respects this principle because the factory had established management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training etc. But H&S issues were identified due to management negligence.
被审核方部分遵循该准则，原因是工厂已建立健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是由于管理疏忽，导致仍然有健康安全问题存在。

7.2 - The main auditee does not respect this principle because the factory did not provide accident insurance for all employees.
被审核方（生产商）因未给所有员工提供工伤保险而未遵守原则。

7.3 - The main auditee does not respects this principle because the factory had carried out risk assessment for safe, healthy and hygienic working conditions, but the factory didn't provide occupational health examination for all workers contacted hazardous factors, such as wood processing workers and spraying workers.
被审核方（生产商）未遵循该准则。原因是工厂有针对安全，健康和卫生工作条件进行了风险评估，但工厂未给所有接触有害工作环境的工人提供职业健康体检，例如木工工人和喷涂工人。

7.6 - The main auditee partially respects this principle because 1 gluing worker only wear dust mask instead of effective active carbon mask.
被审核方部分遵循该原则，原因是只有1名使用胶水的员工佩戴的为防尘口罩而不是活性炭口罩。

7.7 - The main auditee does not respect this principle because there was no safety label and secondary containment was available for chemicals used at spraying workshop such as oil paint and thinner etc. And there was no safety label for glue used in assembly workshop.
被审核方未遵守该原则，原因是工厂未给喷涂车间使用的化学品设置安全标签和二次容器，例如油漆，稀释剂等等。工厂未给组装车间使用的胶水设置安全标签。

7.17 - The main auditee does not respect this principle. The gap between the metal frames of all fans used in workshops is about 2cm, which is not in safe way.
被审核方未遵守该原则；工厂车间使用的所有电扇保护网的间距在2厘米左右，处于不安全状态。

7.22 - The main auditee does not respect this principle because no soap or toilet paper was provided.
被审核方未遵守该原则，原因是工厂厕所未配备香皂和厕纸。

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 200803] Audit Date: 14/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 8. The factory established recruit policy, which covering recruit process and method. Training was provided. Based on interview with the HR staff who responsible for recruits, she knows how to verify the ID, ID copy of each employees were collected. Meanwhile, the factory established remediation measure of child labor in order to set up measure of recruiting child labor incidentally. After checking all personnel files of workers, no child labor was identified in the factory.

综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂建立了包含流程及方法的招聘程序，工厂有提供培训，根据与负责招聘工作的人事人员访谈，她知道如何辨别身份证件，并保留了所有员工的身份证件复印件。同时工厂制定了童工补救措施以防万一发现童工的应对措施。在审核过程中，通过查阅所有员工的人事资料，未发现有任何童工存在。

Remarks from Auditee:**Performance Area 9 : Special protection for young workers**

Full Audit [Audit Id - 200803] Audit Date: 14/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 9. The main auditee identified the legal laws about protecting young workers according to interview with management. A risk assessment focus on health, safety and working hours were conducted. No young worker worked in the main auditee during audit.

综合概况：整体观察显示被审核方符合该绩效区域的要求。被审核方识别了保护青年工的法规。对青年工的健康安全，工作时间进行了风险评估，审核期间被审核方无青年工。

Remarks from Auditee:**Performance Area 10 : No Precarious Employment**

Full Audit [Audit Id - 200803] Audit Date: 14/12/2020 PA Score: A

Deadline date: 14/03/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 10. Labor contracts were signed between the factory and all employees, and the factory provided a copy of contract to every worker. The interviewed workers understood the content of labor contract well and no illegal employment was identified during the audit. No dispatching worker was used by the factory. However, gaps had been identified in implementation as follows:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂和每个员工均签订了劳动合同，同时工厂提供了一份劳动合同副本给员工。通过员工访谈，员工均了解劳动合同内容，审核过程中，工厂无不符合法规的用工形式存在，工厂未使用派遣工。不过，工厂在以下方面和amfori BSCI要求尚有差距：

10.2 - The main auditee partially respects this principle because the main auditee had signed labor contractors with all employees, and the copies of labor contracts were provided for workers. But occupational protection, working conditions and protection against occupational hazards were not specified on the employment contract for workers(such as wood processing workers, spraying workers) who conducted working with occupational disease hazard factors.

被审核方只部分符合该准则。原因是被审核方有同所有员工签订劳动合同并有提供合同副本给员工，但劳动合同中未写明接触职业病危害因素的工人(如木工人, 喷涂工人)的工作过程中劳动保护、劳动条件和职业危害防护等。

Remarks from Auditee:**Performance Area 11 : No Bonded Labour**

Full Audit [Audit Id - 200803] Audit Date: 14/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 11. The factory established the policy on anti-forced labor. The management understood well the scope of forced labor. According to factory tour and workers interview, the management was kind to them, and no corporal punishment, mental or physical coercion or verbal abuse was found. No corporal punishment, mental or physical coercion or verbal abuse was found. The factory provided the relevant training for all employees. All overtime hours were arranged on workers' voluntary basis, and workers could resign from the factory with a one-month prior notice to the factory management.

综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂制定了反强迫劳动的政策，工厂负责人理解哪些方式是属于强迫劳动的范畴。与员工访谈及现场查看确认，管理层很友好，未发现体罚、精神或身体胁迫或口头虐待等存在。工厂给所有工人提供了相关的培训。加班是基于员工自愿。如果需要辞职，只需提前一个月通知管理层即可。

Remarks from Auditee:

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 200803] Audit Date: 14/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 12. 1. Environmental Impact Assessment report and approval were provided by the main auditee, the land belonged to the main auditee was industrial land and water used by the main auditee was come from municipal water. And the main audit required one 3rd qualified company to monitor the waste water, waste gas and boundary noise regularly and ensure they be discharged in line with legal standards. The main auditee also collected hazardous waste and required 3rd qualified companies to transfer and dispose them. 2. Active plan about water waste reduction and saving water were also established. 3. The main auditee provided regular training in environment protection to employees, training records were provided for review during audit.

综合概况：整体观察显示被审核方符合该绩效区域的要求。1. 审核中被审核方提供了环评报告以及批复，被审核方的用地为工业用地且水来自市政供水。同时被审核方请有资质的废水，废气和厂界噪声进行了监测确保其达标排放，且对危废进行了收集并请有资质的第三方进行了转移处理。2. 被审核方有降低污水的排放以及节约用水建立实际的行动。3. 被审核方给员工提供了定期的环境保护培训，审核期间提供了培训记录。

Remarks from Auditee:**Performance Area 13 : Ethical Business Behaviour**

Full Audit [Audit Id - 200803] Audit Date: 14/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 13. The policy on anti-corruption was made by the factory. And the factory analyzed the risk of corruption and found that the process of purchase and sale might be related to corruption. So workers of purchase and sale were well trained and signed anti-corruption and confidential agreement with the factory. During the audit, no misrepresentation was provided by the factory; all information could be cross checked.

综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂创建了反腐败的政策，并且根据工厂分析，工厂的采购和销售有可能涉及到腐败。因此工厂给所有相关人员进行培训，并且员工也签订了反腐败和保密协议。审核过程中，工厂提供的数据也均可通过其它方面进行核实，工厂未提供任何不实信息。审核时也未发现有任何泄密的负面现象。

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	14/12/2020	200803	D	B	A	A	B	D	B	A	A	A	A	A	A	C



Producer Photos



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



Photo of fire safety equipment
Fire hydrant test.JPG



Photo of the dormitories (if applicable)
Toilet.JPG



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



Photo of non-conformity
1 gluing worker only wear dust mask instead of effective active carbon mask.JPG



Photo of the inside of the main production hall
Assembly and packing.JPG



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



Photo of non-conformity
no safety label and secondary containment was available for chemicals used at spraying workshop such.JPG



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



Photo first aid facilities
Eyewash equipment beside chemical warehouse.JPG



Photo of non-conformity
no safety label for glue used in assembly workshop.JPG

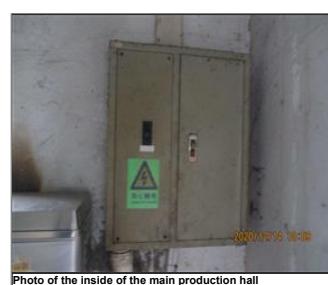


Photo of the inside of the main production hall
Distribution box.JPG



Photo first aid facilities
Eyewash equipment beside spraying workshop.JPG



Photo of non-conformity
The gap between the metal frames of all fans used in workshops is about 2cm.JPG



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



Photo of first aid facilities
First aid kit.JPG

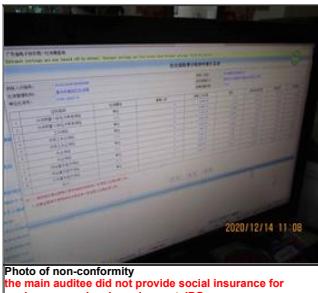


Photo of non-conformity
the main auditee did not provide social insurance for workers as per legal requirement.JPG



Photo of the inside of the main production hall
Polishing1.JPG



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

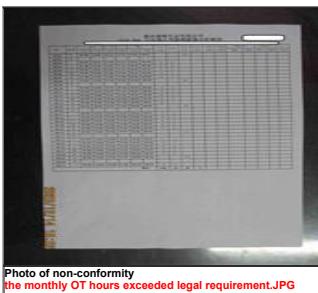


Photo of non-conformity
the monthly OT hours exceeded legal requirement.JPG



Photo of the inside of the main production hall
Polishing2.JPG



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

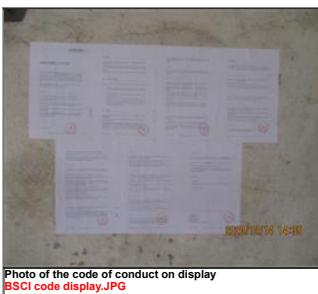


Photo of the code of conduct on display
BSCI code display.JPG



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



Photo of chemical storage room (if applicable)
MSDS onsite.JPG



Photo of the dormitories (if applicable)
Bedroom.JPG



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



Photo of fire safety equipment
Emergency light test.JPG



Photo of the dormitories (if applicable)
Dormitory building.JPG



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

