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Auditee :	<b>Wenzhou Shiyun Cable Accessories Co., Ltd</b>
Audit Date From :	<b>01/09/2017</b>
Audit Date To :	<b>01/09/2017</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the BSCI platform</b>
Auditing Company :	<b>SGS</b>
Auditor's Name(s) :	<b>John He(Lead)</b>
Auditing Branch (if applicable) :	<b>SGS CHINA</b>

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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><b>A</b> <b>OUTSTANDING</b></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																																	
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A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<p><b>B</b> <b>GOOD</b></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>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></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>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	A	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	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																																	
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B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p><b>C</b> <b>ACCEPTABLE</b></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>C</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>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></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	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	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p><b>D</b> <b>INSUFFICIENT</b></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>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>E</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>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	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	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	D	D																																	
A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p><b>E</b> <b>UNACCEPTABLE</b></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>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></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	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	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><b>Zero Tolerance</b></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 :	<b>Wenzhou Shiyun Cable Accessories Co., Ltd</b>		
DBID number :	<b>371534</b>		
Audit ID :	<b>107451</b>		
Address :	<b>No.1, Changsheng Road, Xin'ao Industrial Zone, Hongqiao Town Yueqing</b>		
Province :	<b>Zhejiang</b>	Country :	<b>China</b>
Management Representative :	<b>Jianfeng Li</b>		
Contact person:	<b>Jianfeng Li</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Mechanical and electrical engineering</b>	Product group :	<b>Electrical supplies</b>
Product Type :	<b>Nylon cable tie and Stainless steel cable tie</b>		

**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 : 01/09/2018

**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	C	A	A	B	C	B	A	A	A	A	D	C

**Executive summary of audit report**

1. WENZHOUSHIYUN CABLE ACCESSORIES CO.,LTD was founded on May.10, 2010, business license No.: 91330382554794316H and specialized in Nylon cable tie and Stainless steel cable tie, etc.. The factory was located at No.1, Changsheng Road, Xin'ao Industrial Zone, Hongqiao Town, Yueqing, Zhejiang Province, China. The initial audit was arranged on Sep.1, 2017. The auditor arrived at the factory at about 08:15 AM, the Manager, HR, Sales and worker representative, etc. attended the opening meeting. The factory management and workers were actively cooperated with the audit. The factory had established the written procedures to implement BSCI requirements. Responsible persons on implementation of BSCI requirement, health&safety, regulation assessment, etc. were appointed by general manager. The Manager, HR, Sales and worker representative, etc. also attended the closing meeting. The onsite CAP was signed by management representative and worker representative. Meanwhile, factory management stated that they would establish the improvement plan and improve the non compliances observed in the audit by BSCI requirements as soon as possible.

2. The workers'working time were recorded by Fingerprint attendance recorder. Based on document review, the factory arranged the workers to OT properly and obtained one Aggregate Working Hours System Approval which was issued by local labor bureau, the approved implementation periods were from Aug.1, 2016 to Jul.31, 2017, the counting period was a year. Based on reviewing of the provided attendance records from Aug.1, 2016 to Aug.31, 2017 and payrolls from Aug.2016 to Jul.2017 by the factory, it was found that the production workers worked 5 days per week and 8 hours per day in one shift except for the injection workers in three shifts, the workers generally worked OT 2 hours at nights and maximum 5 times per week, generally OT 8 hours at Saturdays, never OT at Sundays and public holidays, the maximum weekly working hours was 58 hours, 2 out of 6 workers' total working hours was 2629 hours during the cycle from Aug.1, 2016 to Jul.31, 2017, which exceeded 2432 hours for the permits requirements. In addition, all workers could enjoy one day off in a week.

3. The workers' wages were calculated by hourly rate, the minimum wages were guaranteed and paid at least RMB11.5/H since Aug.2016, and the overtime premium were 150% and 200% of normal wage for OT work on workdays and Saturdays/Sundays respectively. The wages were paid by cash in the 30th of the next month and the salary sheets were provided to the workers for reference. In addition, the factory paid annual leave and statutory holiday wages for the necessary workers as per the law requirements.

Remarks: Based on rent contract review and management interview, the audited factory(Zheng Shifeng) rented one 5-storey building used as production areas and offices from the landlord named Yueqing Ruisheng Machinery Connection Co., LTD (Lin Linhua). In addition, the factory did not provide the canteen and dormitory to the workers.

**Ratings Summary**



Auditee's background information			
Auditee's name :	Wenzhou Shiyun Cable Accessories Co., Ltd	Legal status :	Private company
Local Name :	温州时运电缆附件有限公司 (91330382554794316H)	Year in which the auditee was founded :	2010
Address :	No.1, Changsheng Road, Xin'ao Industrial Zone, Hongqiao Town	Contact person (please select) :	Jianfeng Li
Province :	Zhejiang	Contact's Email :	2929421347@qq.com
City :	Yueqing	Auditee's official language(s) for written communications :	Chinese (Putonghua) and localism
Region :	North East Asia	Other relevant languages for the auditee :	Nil
Country :	China	Website of auditee (if applicable) :	Nil
GPS coordinates :	North 28°12'34" East 121°3'57"	Total turnover (in Euros) :	1400000.00
Sector :	Non-Food	Of which exports % :	80.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	20.00
If other, please specify :		Production volume :	45 tons per month
Product Group :	Electrical supplies	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Nylon cable tie and Stainless steel cable tie		

Auditee's employment structure at the time of the audit			
Total number of workers :	46	Total number of workers in the production unit to be monitored (if applicable) :	0
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	22	24	
Temporary workers	0	0	
In management positions	1	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	16	16	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	22	24	
Production based workers	17	19	
With shifts at night	4	8	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 107451] Audit Date: 01/09/2017 PA Score: D

Deadline date:30/11/2017

**GOOD PRACTICES:**

From interview with management, the factory provided sufficient resources to implement BSCI system. 根据管理层访谈, 工厂投入足够资源去执行BSCI管理系统。

**AREAS OF IMPROVEMENT:**

The factory established BSCI management system including plan-do-check action cycle and the regular internal audit would be conducted to check the system. Li Jianfeng/Manager was appointed as BSCI Management representative who to be responsible for implementing of BSCI management system and the BSCI values and principles were followed in a satisfactory manner. the factory established the related procedures to assess/manage the suppliers and sub-contractors on social performance capability and also appointed the person to conduct the assessments regularly. During the audit, TOI and BSCI Code of Conduct were communicated to their suppliers, the factory took the social performance capability with respect to the BSCI requirements into consideration for main suppliers and provided the related records in 2017, but the assessment records were not completed. Meanwhile, the purchasing responsible person knew the importance of the business partners and they communicated with business partners regularly.

工厂已建立BSCI管理系统, 其中包括计划-执行-检查-改善循环, 且将定期进行内审去核查BSCI管理系统有效性。工厂任命李建风/经理去负责2014版BSCI系统运行, 保证BSCI的价值和原则在公司内有效执行。工厂建立了相关程序去评估和管理他们的供应商和分包商, 且任命人员进行定期评估。本次审核, 工厂将TOI和BSCI行为准则传达给供应商, 提供了2017年对供应商的社会责任表现方面记录查看, 但评估记录不完整。同时, 采购负责人知道供应商的重要性且他们将定期与商业伙伴进行沟通。

- 1.1 - Based on satisfactory evidence, the main auditee partially respects this principle because the factory established the procedures on social responsibility and BSCI management system including plan-do-check action cycle, but the management system need improve. For example, the factory did not have a completed system to improve the environment protection, so that the environment issues were not perfected in a system manner.  
根据充分证据, 被审核方(生产商)部分遵循该准则。原因: 工厂建立了社会责任管理程序和BSCI管理系统, 其中包括计划-执行-检查-改善循环, 但管理系统需要完善。例如, 工厂没有一个有效的系统去完善环境保护, 导致工厂在环境方面出现系统性问题。
- 1.3 - Based on satisfactory evidence, the main auditee partially respects this principle because the factory established the related procedures to assess/manage the suppliers and sub-contractors on social performance capability and also appointed the person to conduct the assessments regularly. During the audit, TOI and BSCI Code of Conduct were communicated to their suppliers, the factory took the social performance capability with respect to the BSCI requirements into consideration for main suppliers and provided the related records in 2017, but the assessment records were not completed. For example, the supplier for stainless steel was not included.  
根据充分证据, 被审核方(生产商)部分遵循该准则。原因: 工厂建立了相关程序去评估和管理他们的供应商和分包商, 且任命人员进行定期评估。本次审核, 工厂将TOI和BSCI行为准则传达给供应商, 提供了2017年对供应商的社会责任表现方面记录查看, 但评估记录不完整。例如, 评估没有涉及不锈钢供应商。
- 1.4 - Based on satisfactory evidence, the main auditee partially respects this principle because they understood the production rate and date of delivery, reasonably arranged the issues and OT from the order purchase to shipment by management interview and records review. During the audit, the effective programs for workforce capacity and calculation on cost accounting were established. Due to the factory did not ensure the workers' hours in accordance with the law requirements in past months (PA 6.2), it was not verified that management system on working hours was perfected effectively when the factory could meet the requirements of the client orders continually.  
根据充分证据, 被审核方(生产商)部分遵循该准则。原因: 根据管理人员访谈, 他们清楚了解工厂生产效率和交货期, 从订单到交货合理安排事宜和加班, 确保准时交货。本次审核, 工厂建立了劳动力核算包括成本计算和成本能力规划的控制程序文件。由于工厂在过去月份里无法保障工人的工作时间符合法规要求(PA6.2), 因此在生产能持续满足客户订单需求的同时, 无法确保工厂工时管理系统有效被执行。

**Remarks from Auditee:**

Nil

<b>Performance Area 2 : Workers Involvement and Protection</b>	
Full Audit [Audit Id - 107451] Audit Date: 01/09/2017 PA Score: C	Deadline date:30/10/2017
<b>GOOD PRACTICES:</b> The interviewed workers stated they could complain to worker representatives, their supervisors face to face or through suggestion box if necessary.	
<b>AREAS OF IMPROVEMENT:</b> The factory established the procedures such as complaint procedure on workers' protection and appointed person to manage. The related training were provided the workers and management and they know the procedures. The worker representatives was freely elected by workers in the factory and the regular meeting records between management and worker representatives were held, the meeting records were saved for review. And most of interviewed workers did not know worker representatives. And during the audit, the factory did not collect the completed suggestions records from the workers. 工厂建立了员工保护程序如申诉程序并任命人员去负责。相关培训提供给工人和管理人员, 他们均了解该程序。同时, 工厂自由选举了工人代表, 工人代表和管理层之间定期举行会议, 并保留了会议记录。此外, 大部分访谈工人不知道工人代表, 且本次审核, 工厂未收集来自工人完整的意见。 <b>2.2 -</b> Based on satisfactory evidence, the main auditee does not respect this principle because Based on management interview and document review, the factory did not analyse on the gap between the actual situation and BSCI requirements to establish the practical long-term goal(1~5 years), step-by-step action plans and measures toward sustainable improvements to protect workers and meet BSCI requirements. 根据充分证据, 被审核方(生产商)未遵循该准则。原因:根据文件查看和管理层访谈, 工厂没有分析目前状况与BSCI要求的差距, 去制定一个长期的(1~5年)切实目标, 可持续行动计划和措施去保护工人, 同时符合BSCI要求。 <b>2.4 -</b> Based on satisfactory evidence, the main auditee partially respects this principle because the factory had the completed system for training to related persons in order to ensure that they had sufficient competence to implement BSCI management system. During the audit, the factory provided the training on social responsibility to management, all workers and workers representatives, but it was noted that they did not know what is BSCI and their roles in BSCI system by interview. 根据充分证据, 被审核方(生产商)部分遵循该准则。原因:工厂建立了完整的培训系统来保证相关人员有足够的的能力来实施BSCI管理系统。本次审核, 工厂提供了管理人员, 所有工人和工人代表关于社会责任知识方面培训, 但访谈发现他们不知道BSCI是什么以及他们各自的角色。 <b>2.5 -</b> Based on satisfactory evidence, the main auditee partially respects this principle because the factory established the complaint procedure and appointed the person to carry out the grievance mechanism system, the training on complaint procedure were provided to the workers and management. Most of interviewed workers knew worker representatives, but during the audit, the factory did not collect the completed suggestions records from the workers. 根据充分证据, 被审核方(生产商)部分遵循该准则。原因:工厂建立了申诉程序并任命人员确保申诉系统有效运行, 相关培训提供给工人和管理人员。大部分访谈工人知道工人代表, 但本次审核, 工厂未收集来自工人完整的意见。	
<b>Remarks from Auditee:</b> Nil	
<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
Full Audit [Audit Id - 107451] Audit Date: 01/09/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> The workers were satisfied with the conditions and no negative evidence was identified during the audit. 工人满意工厂现状且本次审核未发现负面信息。	
<b>AREAS OF IMPROVEMENT:</b> The factory established the procedure about Freedom of Association and Collective Bargaining. The training were arranged to the workers and management, they could understood. The factory did not restrict workers' rights to organize themselves in any way. The interviewed workers stated that they could complain to workers representatives, their supervisors face to face or through suggestion box. 工厂建立了结社自由和集体谈判程序。相关培训提供给工人和管理人员, 他们均清楚该程序。工厂不会限制员工形成组织的权利。访谈工人表示他们可以通过工人代表, 直接找管理层或者意见箱去反映意见。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 107451] Audit Date: 01/09/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> No discriminatory practices were identified during the audit. 本次审核, 未证明有歧视案例发生。	
<b>AREAS OF IMPROVEMENT:</b> The factory established the completed policy on discrimination and appointed the person to be responsible for the issues, the training on discrimination and grievance policy were provided to the workers and management, they understood grievance policy. The factory conducted the potential risks of the process in the factory during establishing the policy on discrimination and develop the preventing and improvement measures for the risks. During the audit, no any discrimination was identified so far by workers interview and onsite check. In addition, the factory would conduct the assessment on discrimination by internal audit or regular assessment to take effective measures avoiding or eradicating discrimination practices at workplaces in the future. 工厂建立了完整的歧视政策并任命人员负责, 关于歧视和申诉政策培训给工人和管理人员, 他们也均清楚。工厂分析了潜在的歧视风险, 并采取相应的预防和改善措施。本次审核, 调查发现至今没有歧视案例发生。此外, 工厂以后将通过定期评估或内审对工作场所是否发生歧视现象进行评估, 并采取有效的措施来避免或根除已发生的歧视现象。	
<b>Remarks from Auditee:</b>	



**Performance Area 5 : Fair Remuneration**

Full Audit [Audit Id - 107451] Audit Date: 01/09/2017 PA Score: B

Deadline date:30/11/2017

**GOOD PRACTICES:**

During the audit, no any fine was identified during the audit and the workers were satisfied with their wages. 本次审核, 未有任何罚款证明且工人都满意自己得到的工资。

**AREAS OF IMPROVEMENT:**

The factory established the procedures on working hours and remuneration, appointed the person to manage. The training on remuneration such as the local minimum wages standards and OT wages were provided to the workers and management. The workers knew the local minimum wages standards and OT wages, the related documents were posted onsite for reference. The wages were paid by cash in the 30th of the next month and never delayed, most of the workers were aware of the wages structures. During the audit, the factory provided the completed payrolls from Aug.2016 to Jul.2017 for review, the minimum wages, wages on public holidays and annual leaves were paid to the workers, which were in compliance with the law requirements. In addition, no any fine was deducted from the wages and the workers were satisfied with their wages.

工厂建立了关于工作时间和工资福利政策, 任命人员去管理。相关培训如当地最低工资标准和加班工资提供给工人和管理人员。工人知道当地最低工资标准和加班工资标准, 最低工资标准文件也张贴在现场。工厂每月30日通过现金发放给工人工资, 且从不拖欠, 大部分工人清楚工资结构的组成。本次审核, 工厂提供了从2016年8月到2017年7月完整的工资查看, 工厂按法规要求支付了工人的最低工资, 法和年假工资。此外, 没有罚款从工资里扣除, 工人都满意他们的工资。

- 5.5 -** Based on satisfactory evidence, the main auditee does not respect this principle because the factory did not provide the social insurance for all workers as per the law requirements. During the audit, there were total 46 workers included 1 retirement worker and 1 new recruitment worker, the factory should provide 44 workers for social insurances. Based on the social insurance payments receipts review, it was found that the factory provided medical, unemployment and maternity insurances for 4 workers, retirement insurance for 6 workers, injury insurance for 44 workers. 根据充分证据, 被审核方(生产商)未遵循该准则。原因: 工厂没有按法规要求为所有工人购买社会保险。本次审核, 工厂共46名工人包括1名退休工人和1名新入职工人, 应该为44名工人购买社会保险, 其中工厂为4名工人购买了失业, 医疗和生育保险, 养老保险6名工人, 工伤保险44名工人。

**Remarks from Auditee:**

Nil

**Performance Area 6 : Decent Working Hours**

Full Audit [Audit Id - 107451] Audit Date: 01/09/2017 PA Score: C

Deadline date:30/11/2017

**GOOD PRACTICES:**

All workers could enjoy one day off in a week and they were satisfied with the arrangement on working hours. 所有工人均能享受七休一旦他们满意工厂的工作时间安排。

**AREAS OF IMPROVEMENT:**

The factory established the attendance system on working hours and appointed the person to manage the workers' attendance records. The training on working hours were provided to the workers and management, they knew the requirements. The attendance system was on computer and the factory used fingerprint attendance recorder to record the working hours included OT hours, all workers punched the attendance recorder per day timely and saved the attendance records from Aug.1, 2016 to Aug.31, 2017. Management reasonably arranged the work and OT from the receiving order to shipment, ensure the workers could enjoy one day off in a week, OT wages met the law requirements in past months. In addition, OT working was voluntary for workers and they could refuse overtime without any influence or consequence.

工厂建立了考勤管理制度并任命人员去管理工人上下班时间, 提供了工人和管理人员工作时间制度培训, 他们清楚了解工作时间。考勤系统建立在电脑上, 工厂使用指纹考勤机记录工人的工作时间包括加班, 所有工人均准时打考勤机并保留了从2016年8月1日到2017年8月31日的考勤记录。管理层从接单到交货合理安排工作和工人加班, 确保过去月份里工人均能享受七休一, 加班工资均满足法规要求。此外, 工人自愿加班, 可以拒绝加班不受任何影响。

- 6.2 -** Based on satisfactory evidence, the main auditee partially respects this principle because Based on document review, the factory arranged the workers to OT properly and obtained one Aggregate Working Hours System Approval which was issued by local labor bureau, the approved implementation periods were from Aug.1, 2016 to Jul.31, 2017, the counting period was a year. Based on reviewing of the provided attendance records from Aug.1, 2016 to Aug.31, 2017 and payrolls from Aug.2016 to Jul.2017 by the factory, it was found that the production workers worked 5 days per week and 8 hours per day in one shift except for the injection workers in three shifts, the workers generally worked OT 2 hours at nights and maximum 5 times per week, generally OT 8 hours at Saturdays, never OT at Sundays and public holidays, the maximum weekly working hours was 58 hours, 2 out of 6 workers' total working hours was 2629 hours during the cycle from Aug.1, 2016 to Jul.31, 2017, which exceeded 2432 hours for the permits requirements. In addition, the factory paid the sufficient OT wages to the workers as per the law requirements.

根据充分证据, 被审核方(生产商)部分遵循该准则。原因: 根据管理层访谈, 工厂合理安排工人加班, 并获得了从2016年8月1日至2017年7月31日1份综合计时批文(计算周期为年)。根据工厂提供从2016年8月1日到2017年8月31日的考勤和从2016年8月到2017年7月完整工资查看, 发现生产工人正常上班每周5天和每天8小时, 1班制除注塑3班制外, 晚上加班2小时且一周最大5次, 一般周六加班8小时, 周日和节假日从不加班, 最大周工作时间为58小时, 抽取6名工人中2名从2016年8月1日至2017年7月31日总工作时间为2629小时, 超过了批文要求的2432小时。此外, 工厂按法规要求支付了工人足够的加班费。

**Remarks from Auditee:**

Nil



**Performance Area 7 : Occupational Health and Safety**

Full Audit [Audit Id - 107451] Audit Date: 01/09/2017 PA Score: B

Deadline date:30/10/2017

**GOOD PRACTICES:**

No any serious accident or injury occurred so far in the factory and the workers were satisfied with the working condition and sanitation. 至今未发生任何严重工伤事故且工人都满意工厂工作和卫生环境。

**AREAS OF IMPROVEMENT:**

The factory established the HS procedures and appointed Zhu Zhenzhen to be responsible for HS issues. She had the awareness on HS requirements. The HS Committee was organized to inspect the HS in the workplaces regularly and reduce HS accidents. The regular meeting on HS Committee was held and the meeting records were saved. The injury accident records were saved and showed that no any injury case occurred in the factory. The HS training such as operational safety and fire drills were provided to the workers and management, parts of workers were aware of HS risks. Based on onsite check, the sufficient fire hydrants, fire extinguishers, fire alarms, etc. were equipped at all areas and would inspect per month, the inspection records were saved. By testing, the fire controls were in good condition. The drinking water and first aid kits, etc. were provided to the worker for using free of charge, the workers came in and went out freely. The workers were satisfied with the working hygienic conditions. In addition, the factory would conduct the assessment for HS in the workplaces by annual internal audit, carry out the corrections and prevention measures.

工厂建立了健康安全政策并任朱贞贞负责HS事宜。她对健康安全有一定意识,并形成了健康安全委员会,定期检查现场的健康安全,减少健康安全事故。健康安全委员会定期组织会议并保留了会议记录。保留了工伤记录,显示无工伤案例发生。关于健康安全培训如安全操作和消防演习提供给工人和管理人员,部分工人有安全意识。所有区域安装了足够的灭火器,消防栓,警铃等,每月进行检查并保留了检查记录。通过测试,消防设施均完好。饮用水和急救药箱等免费给工人使用,工人自由出入。工人都满意工作卫生环境。此外,工厂将通过年度内审评估工作场所的健康安全,并采取纠正和预防措施。

- 7.1 - Based on satisfactory evidence, the main auditee partially respects this principle because the factory established the occupational health and safety procedures and appointed the person to be responsible for collecting and updating the H&S laws and regulations, the factory collected the related laws and regulations on H&S, but the responsible person did not know the related requirements (PA7.17).  
根据充分证据,被审核方(生产商)部分遵循该准则。原因:工厂已经建立健康安全程序文件并任命人员去负责收集更新法律法规。本次审核,工厂收集了健康安全法律法规,但负责人不清楚相关的要求(参考PA7.17)。
- 7.2 - Based on satisfactory evidence, the main auditee partially respects this principle because the factory had established completed procedures on work-related injury dispose, which included establishing records, disposing and preventing measures, etc.. During the audit, no injury occurred in the factory, injury insurance or business insurance was provided to 44 out of 45 workers.  
根据充分证据,被审核方(生产商)部分遵循该准则。原因:根据文件查看,工厂已建立完整的工伤处理程序,包括工伤记录,处理和预防措施等。本次审核,没有工伤事故发生,提供了45名工人中44名工伤或商业保险。
- 7.3 - Based on satisfactory evidence, the main auditee partially respects this principle because the factory conducted the risks assessment on occupational health and safety for all posts, pregnant women and other particularly vulnerable employees, but the factory did not arrange the occupational health examinations for the workers in hazardous posts as per the legal requirements.  
根据充分证据,被审核方(生产商)部分遵循该准则。原因:工厂对所有岗位,孕妇和其他弱势群体等进行岗位安全风险评估,但未安排危害岗位工人进行职业健康体检。
- 7.5 - Based on satisfactory evidence, the main auditee partially respects this principle because the factory provided a series of H&S training to the workers, but the training plan on H&S was not established and the fire drills were not arranged to practice the use of fire hydrants.  
根据充分证据,被审核方(生产商)部分遵循该准则。原因:工厂对工人进行了一系列健康安全培训,但未制定健康安全方面的培训计划且消防演习未进行消防栓测试演练。
- 7.6 - Based on satisfactory evidence, the main auditee partially respects this principle because based on onsite check and workers interview, the factory provided proper PPEs to the necessary workers, but it was found that one punching worker did not wear earplug during working.  
根据充分证据,被审核方(生产商)部分遵循该准则。原因:根据现场查看和工人确认,工厂提供了合适的PPEs给需要的工人,但1名冲压工人未佩戴耳塞。
- 7.7 - Based on satisfactory evidence, the main auditee does not respect this principle because based on onsite check, there were lubricating oil, coating liquid, etc. used in the workshops, but no proper labels for onsite stored containers were available; No secondary containment and MSDS for stored chemicals were available at coating workshop. In addition, The records on distribution, use and disposal of chemicals were not saved for review.  
根据充分证据,被审核方(生产商)未遵循该准则。原因:根据现场查看,车间使用润滑油和液体涂料等,但现场储存的容器没有标识;喷涂车间储存的化学用品没有安装二次容器和MSDS。此外,化学品的使用,分发和处理记录均未保留查看。
- 7.8 - Based on satisfactory evidence, the main auditee partially respects this principle because the factory had established accident and emergency procedures, the factory arranged the training on accident and emergency procedures to the workers by document review and workers interview, but the accident and emergency procedures were not posted onsite for reference.  
根据充分证据,被审核方(生产商)部分遵循该准则。原因:根据文件查看,工厂已建立了意外事故和应急程序,通过文件和工人访谈,发现工厂提供了工人关于事故和应急程序等相关知识培训,但现场未张贴事故和应急程序供工人参考。
- 7.13 - Based on satisfactory evidence, the main auditee partially respects this principle because the factory established the management program on electrical installations and equipments, appointed the person to inspect regularly. During the audit, the inspection records were not saved.  
根据充分证据,被审核方(生产商)部分遵循该准则。原因:工厂建立了电气设施管理程序且安排人员去负责定期检查。本次审核,工厂未保留电气设施的检查记录。
- 7.17 - Based on satisfactory evidence, the main auditee does not respect this principle because the factory wrote the procedure on equipments management and appointed the person to maintain, but the management system was not established effectively. For example, the list of machines and daily maintaining records were not provided; No operation certificate for the elevator was not obtained; No safeguarded for the pulleys of one cutting machine and 4 punching machines at machinery processing workshop; No safety catch was installed for the crane at injection workshop.  
根据充分证据,被审核方(生产商)未遵循该准则。原因:工厂有设备管理制度和任命人员去维护保养,但管理系统未有效建立。例如,工厂未保留生产设备清单和日常维护保养记录;未获得电梯操作证;机加工车间1台剪切机和4台冲压机皮带带轮裸露;注塑车间一台行吊没有安装保险扣。
- 7.21 - Remarks :Not Applicable and no canteen was provided to the workers.  
备注:不适用且工厂不提供食堂给工人。
- 7.23 - Remarks :Not Applicable and no transportation was provided to the workers.  
备注:不适用且工厂不提供交通工具给工人。
- 7.24 - Remarks :Not Applicable and no dormitory was provided to the workers.  
备注:不适用且工厂不提供宿舍给工人。
- 7.25 - Based on satisfactory evidence, the main auditee does not respect this principle because the factory appointed the person to be responsible for the working environment at workshops and the workers were satisfied with working condition, but the factory did not conduct the occupational hazardous factors for the necessary workshop such as mixing posts.  
根据充分证据,被审核方(生产商)未遵循该准则。原因:工厂任命人员去负责工厂车间环境且员工均满意工厂车间工作状况,但本次审核,工厂没有安排打必要岗位如拌料岗位进行职业危害因素监测(噪音等)。

<b>Remarks from Auditee:</b> Nil	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 107451] Audit Date: 01/09/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> No child labour was identified during the audit. 本次审核未发现童工。	
<b>AREAS OF IMPROVEMENT:</b> The factory established the policies on Child labour and remediation. The training on Child labour was provided to the workers and management, they knew the policy. HR staff checked the workers' ages by all kinds of ways such as checking ID cards, work experience and family background during recruitment, would save the copies of ID cards in personal files. 工厂建立了童工和童工补救政策。提供了工人和管理层关于相关政策培训,他们也清楚知道。招募时,HR人员通过各种方式如核查身份证、了解工作经验和家庭背景去核实工人的年龄,并保留他们身份证复印件。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 107451] Audit Date: 01/09/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> HR staff knew the protection policy on young workers for the law and BSCI requirements. HR人员知道法律法规和BSCI对未成年工的保护政策。	
<b>AREAS OF IMPROVEMENT:</b> The factory established the protection policy on young workers. HR staff knew the requirements on young workers as per BSCI and law requirements. The training on the protection policy of young workers were provided to the workers and management, they knew the policy and risks, conducted the risk assessment on occupational health and safety for young workers. If young workers were recruited, HR staff would arrange them to register and do the health examinations as per the law requirements. 工厂建立了未成年工保护政策。HR人员知道BSCI和法规关于未成年工的要求。工厂提供了未成年工保护政策培训给工人和管理人员,他们也清楚了解,且对未成年工进行了岗位安全风险评估。一旦招募未成年工,HR人员知道将按照法规要求进行未成年登记和体检。 <b>9.2 -</b> Remarks: NA, No young worker was identified during the audit. 备注:不适用,本次审核未发现未成年工。 <b>9.3 -</b> Remarks: NA, No young worker was identified during the audit. 备注:不适用,本次审核未发现未成年工。 <b>9.4 -</b> Remarks: NA, No young worker was identified during the audit. 备注:不适用,本次审核未发现未成年工。 <b>9.5 -</b> Remarks: NA, No young worker was identified during the audit. 备注:不适用,本次审核未发现未成年工。 <b>9.6 -</b> Remarks: NA, No young worker was identified during the audit. 备注:不适用,本次审核未发现未成年工。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 107451] Audit Date: 01/09/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> All workers signed two labour contracts with the factory and saved one copy by themselves. No temporary workers, etc. were identified during the audit. 所有工人与工厂签署了两份合同并自己保留了一份。本次审核,未发现临时工。	
<b>AREAS OF IMPROVEMENT:</b> The factory established the related system on labour contracts. HR staff was appointed to be responsible for the labour contracts and she knew the requirements of China Labor Contract Law. The workers would sign the labour contracts since recruitment and they were provided the training to understand the details in labour contracts. Parts of the workers were aware of the importance of the labor contracts and their rights. 工厂建立了劳动合同签订制度。HR人员了解中国劳动合同法,负责工人劳动合同的签订。招募后,工人将被要求去签订劳动合同并提供劳动合同细节方面培训,确保他们清楚了解。部分工人有意识到合同的重要性的和自己的权利。	
<b>Remarks from Auditee:</b>	

<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 107451] Audit Date: 01/09/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> All workers said they could leave the factory freely after work-off or during lunch break. All overtimes was voluntary and they could refuse OT without any impact or revenge. In addition, no negative evidence was found during the audit. 所有工人午餐期间或工作结束后可以自由离开工厂。加班是自愿的，他们能拒绝加班且没有任何影响或报复。此外，本次审核未发现负面证据。	
<b>AREAS OF IMPROVEMENT:</b> The factory established the procedure on forced labour and did not require the "deposit" or deposited their personal ID cards. The factory provided the training on No any forced labour to the workers and management, the training records were saved. The workers and management were aware of the forced labours. Meanwhile, Supervisors would supervise the daily issues to prevent from forced labour in the workplaces. During the audit, no any forced labour was identified so far by workers interview and onsite check. In addition, the factory would conduct the assessment on forced labour by internal audit to take effective measures avoiding or eradicating the practices in the workplaces regularly. 工厂建立了禁止强迫劳动政策，不得扣押存款或员工身份证等私人证件。禁止任何强迫劳动的行为培训给工人和管理人员，让他们均有意识，保留了培训记录。同时，主管们将监督日常工作，避免工作场所发生强迫劳动行为。本次审核，发现至今没有强迫劳动案例发生。此外，工厂将定期通过内审对工作场所是否存在强迫劳动现象作定期评估，并采取有效的措施来避免或根除强迫劳动现象。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 107451] Audit Date: 01/09/2017 PA Score: D	Deadline date:30/11/2017
<b>GOOD PRACTICES:</b> No notice on environment violation from local government was issued to the factory during the past 12 months and no negative evidence was found during the audit. 过去12个月未发现工厂有收到当地环境保护局的传票。	
<b>AREAS OF IMPROVEMENT:</b> The factory established the related environment protection policy and appointed Zhu Zhenzhen to be responsible for the environment issues. She knew the environmental influence factors on environmental in the factory, identified the impacts and environmental implications associated to its activity, but did not conduct the detections on environment factors. The factory did not establish EIA, did not obtain EIA approval and the acceptance approval from environment facility, factory management stated that the factory would implement the operations as per the law requirements in the future. The policy on saving water was established, the factory also provided the training on environmental protection such as wastes management and saving water to the workers and management, they were aware of environmental protection and saving water. 工厂建立了环境保护相关政策并任命朱贞贞去负责环境事宜。她知道工厂对环境的影响因素且进行了环境因素识别，但未进行环境因素监测。工厂未建立EIA，未获得EIA批复和环境竣工验收报告，管理层阐述工厂以后也将会按照法规要求执行。同时，建立了节约用水政策，环境保护如废弃物管理和节约用水培训提供给工人和管理人员，工人均有环境保护和节水意识。 <b>12.1 -</b> Based on satisfactory evidence, the main auditee does not respect his principle because the factory established the programs on environment and identified the impacts and environmental implications associated to its activity, but the effective EIA and EIA approval from the local EPA were not obtained. 根据充分证据，被审核方(生产商)未遵循该准则。原因：工厂建立了环境政策且进行了环境因素识别，但未获得有效的EIA和EIA批复。 <b>12.2 -</b> Based on satisfactory evidence, the main auditee does not respect this principle because the factory established the environmental protection policy, there were main processes such as injection and coating processes in the workplaces, which could discharge the noise and waste gas, but the factory did not provide the noise and waste gas test reports in the boundary for review. 根据充分证据，被审核方(生产商)未遵循该准则。原因：工厂建立了环境保护政策。工厂主要有注塑和喷涂等工序，对外排放噪音和废气，但工厂未提供厂界噪音和废气监测报告。 <b>12.3 -</b> Based on satisfactory evidence, the main auditee partially respects his principle because during the audit, the factory established the programs on environment and identified the impacts and environmental implications associated to its activity, but the factory did not obtain the acceptance approval from environment facility. 根据充分证据，被审核方(生产商)部分遵循该准则。原因：本次审核，工厂建立了环境政策且对环境因素进行了因素识别，但未获得环境竣工验收报告。 <b>12.4 -</b> Based on satisfactory evidence, the main auditee partially respects this principle because the policy on waste management was established, there were wastes such as, but the contract and record were not provided to show the wastes were transferred to handle by the qualified vendor as per the law requirements. 根据充分证据，被审核方(生产商)部分遵循该准则。原因：工厂建立了废弃物管理制度，产生废弃物如化学品空桶，但工厂未提供合同和记录显示将废弃物交给有资质的单位处理。 <b>12.5 -</b> Based on satisfactory evidence, the main auditee partially respects his principle because the factory established the program on complaint with the outside sensitive receivers in regard to environment, but did not identify the geographical map on water springs, rivers, lakes and other water ecosystems in the boundaries. The policy on saving water was established, but no actual active plans and measures focus on saving water were done. 根据充分证据，被审核方(生产商)部分遵循该准则。原因：工厂建立了与外部敏感受体关于环境方面的沟通程序文件，但未对周边水资源地图进行识别。建立了节约用水政策，但未针对节约用水建立实际的行动计划和措施。	
<b>Remarks from Auditee:</b> Nil	

**Performance Area 13 : Ethical Business Behaviour**

Full Audit [Audit Id - 107451] Audit Date: 01/09/2017 PA Score: C

Deadline date:30/10/2017

**GOOD PRACTICES:**

The factory agreed that the auditor conducted confidential interviews with employees who were chosen freely without any influence by the factory. The requested documents were provided in a timely manner, all audited areas were allowed access for tour. 工厂同意审核员自由选择工人进行私密性访谈。要求的文件有礼貌性提供给审核员，并允许审核员进入所有审核区域。

**AREAS OF IMPROVEMENT:**

The factory established the procedures on ethics and integrity, the training on ethics and integrity were provided to management and workers. The factory identified where and how the major risks of corruption could occur to conduct the preventing and improvement measures for the risks, conducted the regular assessment on ethics and integrity status in the workplaces. The factory knew the importance of ethics and integrity for long-term development. Managers would supervise the key employees.

工厂建立了商业道德诚信政策，提供了相关培训给工人和管理人员。工厂对可能发生商业道德的环节作了相应的风险评估并采取改善和预防措施且对内部的商业道德诚信作了定期评估。工厂也知道商业诚信对公司长远发展的重要性，经理们将实施监督关键人员。

- 13.1 -** Based on satisfactory evidence, the main auditee partially respects this principle because the factory had established the related procedures on ethics and integrity. During the audit, the factory provided the training for management and workers on ethics and integrity, identified where and how the major risks of corruption could occur to conduct the preventing and improvement measures for the risks, but the regular assessment on ethics and integrity status in the workplaces was not conducted.

根据充分证据，被审核方(生产商)部分遵循该准则。原因：工厂建立关于商业道德的相关政策。本次审核，工厂提供了商业道德诚信培训给管理人员和工人，对可能发生商业道德的环节作相应的风险评估并采取改善和预防措施，但未对内部的商业道德诚信作定期评估。

- 13.2 -** Based on satisfactory evidence, the main auditee does not respect this principle because the factory established the attendance system on computer, but the testing record on audit date by auditor was not provided for review.

根据充分证据，被审核方(生产商)未遵循该准则。原因：工厂建立了考勤系统，但审核当天测试的考勤记录无法提供查看。

**Remarks from Auditee:**

Nil

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	01/09/2017	107451	D	C	A	A	B	C	B	A	A	A	A	D	C	C



**Producer Photos**



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



Photo of fire safety equipment  
Testing for fire alarms.JPG



Photo of the inside of the main production hall  
Assembling and packing workshop.JPG



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



Photo of fire safety equipment  
Testing for fire hydrants.JPG



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



External photo(s) of the production unit(s)  
GPS datum by phone.JPG



Photo of fire safety equipment  
The fire extinguishers were in good condition.JPG



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



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



Photo of fire safety equipment  
Types for fire extinguishers.JPG



Photo of the inside of the main production hall  
Crushing area.JPG



Photo first aid facilities  
First aid kits.JPG



Photo of non-conformity  
No labels 1.JPG



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



Photo first aid facilities  
Guidance on first aid kits.JPG



Photo of non-conformity  
No labels 2.JPG



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



Photo of chemical storage room (if applicable)  
Eyewash devices.JPG



Photo of non-conformity  
No safeguarded 1.JPG



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



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



Photo of non-conformity  
No safeguarded 2.JPG



Photo of the inside of the main production hall  
Machinery processing workshop.JPG



Photo of fire safety equipment  
Emergency exits.JPG



Photo of non-conformity  
No safety catch.JPG



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



Photo of fire safety equipment  
Evacuation indicating signs and emergency lights at passageway 1.JPG



Photo of non-conformity  
No secondary containment and MSDS.JPG



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





Photo of fire safety equipment  
Evacuation indicating signs and emergency lights at passageway 2.JPG



Photo of non-conformity  
No wear earplugs.JPG



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



Photo of fire safety equipment  
Evacuation indicating signs and emergency lights at stairs.JPG



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



Photo of the inside of the main production hall  
Raw materials storage area.JPG



Photo of fire safety equipment  
Evacuation plans.JPG



Photo of the personal protection equipments (if applicable)  
Earplugs and goggles.JPG



Photo of the inside of the main production hall  
Semi-finished and finished products warehouse.JPG



Photo of fire safety equipment  
Fire alarms.JPG



Photo of the personal protection equipments (if applicable)  
Masks.JPG



Photo of the inside of the main production hall  
Semi-finished products warehouse.JPG



Photo of fire safety equipment  
Fire extinguishers and fire hydrants.JPG



Photo of the personal protection equipments (if applicable)  
Warning signs for PPEs.JPG



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



Photo of fire safety equipment  
Inspection records for fire extinguishers per month.JPG



Photo of the sanitary facilities  
Basins.JPG



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



Photo of fire safety equipment  
Testing for emergency lights.JPG

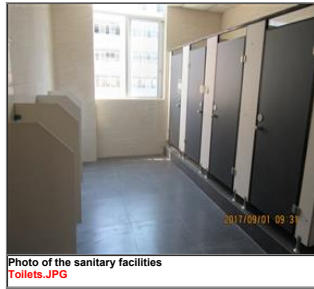


Photo of the sanitary facilities  
Toilets.JPG



Photo of the inside of the main production hall  
Warning signs for electricity.JPG