
Auditee :	Hubei Yuyuan Garments Co, LTD
Audit Date From :	14/07/2020
Audit Date To :	16/07/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Caroline Lu(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 These are three examples: <table><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></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></tr><tr><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></table>	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	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	B	B	B																													
A	A	A	A	A	A	A	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 These are three examples: <table><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></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>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>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	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																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
C Acceptable	<ul style="list-style-type: none">• Maximum 2 Performance Areas rated D• No Performance Areas rated E These are three examples: <table><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></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>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>D</td><td>D</td></tr></table>	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	D	C	C	C	C	C	C	C	C	C	C	C	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																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
D Insufficient	<ul style="list-style-type: none">• Maximum 6 Performance Areas rated E These are three examples: <table><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></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></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></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	D	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.
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	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated E These are three examples: <table><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></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></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></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	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																													
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																													
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 :	Hubei Yuyuan Garments Co, LTD		
DBID number :	344064		
Audit ID :	186796		
Address :	No. 25, Huanqiao Road, Huandiqiao Town, Daye City, Huangshi		
Province :	Hubei	Country :	China
Management Representative :	Guobing Chen		
Contact person:	Hongshui Jin	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Garment		

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 <input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" 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 : 16/07/2021

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

Executive summary of audit report

Hubei Yuyuan Garments Co, LTD was located at No. 25, Huanqiao Road, Huandiqiao Town, Daye City, Huangshi. It was founded on Nov 8, 2010 and focused on manufacturing Garments. There were 201 employees in the factory during the audit. One 1-storey building was used as office, workshop and warehouse, two 1-storey buildings were used as kitchen& canteen, one 3-storey building was used as dormitory. The main production process flow was Cutting-Sewing-Ironing-Inspection-Packing.

Auditor arrived at the factory at 14:00 pm on Jul 14, 2020 and started the audit since afternoon. Factory Representative: Chen Guobing/ Factory Manager, Work representative: Fan Haiyang attended the opening and closing meeting. The factory management maintained a positive and cooperative attitude during the audit. The auditee agreed that auditor conducted confidential interviews with workers who were chosen freely without any influence by the factory. The auditee agreed that auditor had accesses to all facilities, compound and documents and records requested by the audit. All interviewees maintained a cooperative attitude and most workers were satisfied with working condition and benefits in the factory.

The business license No. was 91420281562736642X and it was valid from Nov 8, 2010 to Sep 28, 2030.

The working hours and benefits information:

- One shift was arranged for all production workers and three shifts were arranged for security guards. The regular working hour was 8 hours per day, 5 days per week. No obvious peak season was in the factory.
- The factory used facial recognition attendance machine to record all employees' working hours. Based on attendance records review from Jun 1, 2019 to Jul 16, 2020, it was identified that production workers OT 2-3 hours at night, OT 8 hours on Saturday if production needed. So the maximum monthly overtime hours were 85 hours.
- The factory provided payrolls from Jun 2019 to May 2020 for review, it was noted that all workers in the factory were paid by hourly rate wages and the minimum wage was RMB 1500/month, which was above legal requirement. Workers' wage was paid by cash at the end of next month.
- The factory had paid OT compensation in line with legal requirements which are 150% and 200% regular wage for overtime work on regular weekdays and rest days respectively.
- Based on social insurance invoice of Jun 2020, the factory had only provided retirement insurance for 43 employees, and provided commercial insurance (valid from Nov 24, 2019 to Nov 23, 2020) to 149 employees. There were total 201 employees at the factory, and 37 employees had reached the retirement age.

All the findings were discussed with the managements in the closing meeting. Chen Guobing/ Factory Manager & Fan Haiyang/ Worker representative signed the onsite finding report. The managements were willing to take corrective action for the findings.

Remark:

- There is no Consolidated Working Hours System Approval obtained by the auditee, which makes documented valid authorisation to make exemptions not applicable.
- The audit is not SPA, which makes self declaration of producer not applicable.
- This audit was conducted by leader auditor Caroline Lu (RA 21701818).

Ratings Summary


Auditee's background information			
Auditee's name :	Hubei Yuyuan Garments Co, LTD	Legal status :	Limited company
Local Name :	湖北裕元服饰有限公司 (91420281562736642X)	Year in which the auditee was founded :	2010
Address :	No. 25, Huangqiao Road, Huandiqiao Town, Daye City,	Contact person (please select) :	Hongshui Jin
Province :	Hubei	Contact's Email :	yyychenguobing@163.com
City :	Huangshi	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Nil
Country :	China	Website of auditee (if applicable) :	Nil
GPS coordinates :	N30°12'37", E114°49'51"	Total turnover (in Euros) :	5500000.00
Sector :	Non-Food	Of which exports % :	85.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	15.00
If other, please specify :		Production volume :	550000 pcs. per year
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Garment		

Auditee's employment structure at the time of the audit		
Total number of workers :	201	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	31	170
Temporary workers	0	0
In management positions	7	11
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	1	3
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	31	170
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 - 186796] Audit Date: 14/07/2020 PA Score: D

Deadline date:16/01/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Through documents review and site tour, the factory collected amfori BSCI code of conduct and posted it at bulletin board in the workshop. CSR policy and procedures were set up by the facility based on amfori BSCI Code of Conduct and relevant national law, and trainings were provided to all workers and managers regularly. A senior manager, Mr. Chen Guobing/ Factory Manager had been appointed to ensure that the amfori BSCI values and principles were followed in a satisfactory manner. The factory conducted management review and internal audit of social responsibility once per year and the latest internal audit was conducted on Oct 16-17, 2019. The factory also established policy on the selection, management and monitoring of its own significant business partners. However, gaps had been found in implementation as follows:

通过文件审查和现场观察，工厂收集了amfori BSCI行为准则并张贴在车间的公告栏上。工厂根据amfori BSCI行为准则和相关国家法律制定了企业社会责任政策和程序，并定期为所有工人和管理人员提供了培训。一名高级管理者代表陈国兵/厂长负责确保遵循amfori BSCI价值观及原则要求。工厂每年进行一次社会责任管理评审和内部审计，最近一次内部审计是在2019年10月16-17日。工厂还制定了筛选、管理和监控重要商业伙伴的政策。但是，工厂在系统执行的如下方面和amfori BSCI要求有差距：

- 1.1 - The main auditee partially respects this principle because the factory had established completed amfori BSCI management system including plan-do-check action cycle and conducted internal audit on Oct 16-17, 2019, but some issues of social insurance, overtime hours, etc. happened. 工厂部分遵循该准则，尽管工厂已经建立完整的amfori BSCI管理系统并在2019年10月16-17日进行了内审，但社会保险，加班时间等部分还存在问题。
- 1.4 - The main auditee partially respects this principle because the factory had known how to calculate the costs of production and delivery times, but did not provide relevant records of calculating the production capacity and planing production orders for review. And based on attendance records review, the overtime hours exceeded local law's requirements and the maximum monthly overtime hours were 85 hours.

工厂部分遵循该准则：工厂知晓如何计算生产产能和订单周期，但未提供产能相关的计算记录和生产订单的规划记录。而且根据工厂提供的考勤，工人的加班时间超出了法规要求，最大月加班时间为85小时。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 186796] Audit Date: 14/07/2020 PA Score: A

Deadline date:16/01/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Based on documents review, the factory had set up written complaint policy and procedure and provided trainings on workers' right to all employees regularly. Workers could report grievance by suggestion box or managers and worker representatives. Two worker representatives were freely elected by workers on Oct 9, 2019 and they communicated with management once per three months, the last communication meeting was held on May 11, 2020, the feedback from workers were followed and implemented by Factory Manager Chen Guobing. However, gaps had been identified in implementation:

通过文件审查，工厂制定了文件化的申诉政策及程序，并定期对所有员工进行了关于工人权利的培训。工人可以通过意见箱，经理和工人代表申诉反馈。工人在2019年10月9日自由选举出两名工人代表，他们每三个月与管理层沟通一次，最后一次沟通会议于2020年5月11日进行，所有反馈的情况由厂长陈国兵进行跟踪落实。但是，在如下方面和amfori BSCI要求有差距：

- 2.4 - The main auditee partially respects this principle because the factory had provided training on amfori BSCI code for all employees on Apr 20, 2020 and posted amfori BSCI code at bulletin board in the workshop, but all interviewees still did not know amfori BSCI Code clearly. 工厂部分遵循该准则：尽管工厂在2020年4月20日对所有员工进行了amfori BSCI行为守则的培训并且将amfori BSCI行为守则张贴在车间的布告栏上，但被访谈的员工均不了解amfori BSCI的要求。

Remarks from Auditee:

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

Full Audit [Audit Id - 186796] Audit Date: 14/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The facility established documented policy of Freedom of Association based on amfori BSCI Code. Workers had the right to elect worker representatives and participate in factory affairs. Two worker representatives were elected by workers freely on Oct 9, 2019. Workers could report grievance by suggestion box, worker representatives or directly talking with their supervisors, etc. The communication meetings between workers, worker representatives and supervisors were held regularly. Worker representatives could not be discriminated by the factory and had access to workplace and workers freely.

工厂根据amfori BSCI准则制定了文件化的结社自由政策。工人有选举工人代表和参加工厂事务的权利。两名工人代表于2019年10月9日由工人自由选举产生。工人可以通过意见箱、工人代表或直接与主管交谈等方式反映意见。工厂定期召开工人、工人代表和管理层之间的沟通会议。工人代表在工厂不会受到歧视，他们可以自由进入工作场所接触工人。

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 186796] Audit Date: 14/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The facility had made the Anti-discrimination policy and implemented it according to amfori BSCI Code through management and workers interview and document review. The policy was communicated to all employees on Apr 20, 2020. The policy defined that the factory would not discriminate workers by race, gender, marital status, etc. Management and workers confirm that the factory did not allow pregnancy testing. Through documents review (employee handbook, labor contracts, etc.), interview with management and workers, no discrimination issues occurred in the factory.

通过管理层和工人访谈以及文件审查，工厂根据amfori BSCI行为准则制定了反歧视政策并予以实施。政策于2020年4月20日传达给所有员工。该政策规定工厂不会因种族、性别、婚姻状况等原因歧视工人。管理层和工人确认工厂不允许孕检。通过文件审查（员工手册、劳动合同等），管理层和工人访谈，工厂没有发生过歧视问题。

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 186796] Audit Date: 14/07/2020 PA Score: B

Deadline date:16/01/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The facility set up wage and benefit paying system, which included paid statutory holidays, annual leave, etc. All workers were paid by hourly rate. Based on the payrolls from Jun 2019 to May 2020 provided by the factory, the minimum wage paid by the factory was RMB1500 per month (RMB 8.62 per hour), which was higher than legal requirement RMB1380 (RMB 7.93 per hour) per month. The wages were paid at the end of the following month by cash and salary slips were provided to workers. The factory paid enough OT wages for all workers. However, gaps had been identified in implementation:

工厂建立了工资和福利支付制度，包括带薪年假、节假日等。所有工人均为时薪制。根据工厂提供的2019年6月至2020年5月的工资记录，工厂支付的最低工资为每月1500元（每小时8.62元），高于法律规定的每月1380元（每小时7.93元）。工资在下个月月底以现金支付，工厂向工人提供了工资条。工厂为所有工人支付了足够的加班工资。但是，如下方面和amfori BSCI要求仍有差距：

- 5.5 -** The main auditee does not respect this principle because the factory did not provide five kinds of social insurance for all workers as per legal requirement. Based on social insurance invoice of Jun 2020, the factory had only provided retirement insurance for 43 employees, and provided commercial accident insurance (valid from Nov 24, 2019 to Nov 23, 2020) to 149 employees. There were total 201 employees at the factory, and 37 employees had reached the retirement age. The factory management explained that they provided the social insurance according to the willingness of all workers, and partial workers had new rural insurance, but they did not collect any information.

工厂未遵循该准则；工厂未向所有员工提供五项社会保险。根据2020年6月社保缴费发票显示工厂仅向43名员工提供了养老保险，向149名员工提供了商业意外保险(有效期2019年11月24日至2020年11月23日)；总人数201名员工，其中37名员工达到了退休年龄。工厂解释说都是根据员工意愿办理保险，且部分员工有新农保，但工厂未收集相应信息。

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 186796] Audit Date: 14/07/2020 PA Score: D

Deadline date:16/01/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The factory had made policy on working hours which was communicated to all workers through employee handbook and training. All employees worked 8 hours per day, 5 days per week. The factory used the facial recognition attendance system to record working time of all workers. Three shifts were arranged for security guards, one shift was arranged for other workers. Attendance records from Jun 1, 2019 to Jul 16, 2020 were provided for review. Production workers OT worked 2-3 hours on weekdays and 8 hours on Saturdays if production needed. They had at least one day off per week. Workers could have a rest during the working time when they felt tired. No inconsistency was identified during the audit. All workers had right to choose working overtime or not. However, gaps of overtime hours had been identified in implementation as follows:

工厂制定了工作时间相关政策，并通过员工手册和培训与所有工人进行沟通。所有员工每天工作8小时，每周工作5天。工厂使用人脸识别考勤系统来记录所有工人的工作时间。保安为三班工作制，其他工人为一班工作制。工厂提供了2019年6月1日至2020年7月16日的出勤记录以供审查。如生产需要，生产工人在工作日加班2-3小时，周六加班8小时。他们每周至少休息一天。工人们在工作时如果感到疲倦可以进行休息。审核期间未发现任何不一致。所有工人都有权选择是否加班。然而，工厂在加班工时的管控有不符合法规的地方：

- 6.2 -** The main auditee does not respect this principle because the monthly overtime hours exceeded legal requirement. Based on attendance records review from Jun 1, 2019 to Jul 16, 2020, it was identified that production workers worked for 2-3 hours overtime at night, 8 hours overtime on Saturday if production needed and rested on Sunday. So the monthly overtime hours exceeded the legal requirement every month except Feb 2020 and Mar 2020, the maximum monthly overtime hours were 85 hours in Aug 2019.

工厂未遵循该准则，月加班时间超过法规要求。根据工厂提供的2019年6月1日至2020年7月16日的考勤记录，如果生产需要，生产员工晚上加班2-3小时，周六加班8小时，周日安排休息。因此除了2020年2月和3月外每月月加班时间均超过法规要求，最大月加班时间为85小时，发生在2019年8月。

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 186796] Audit Date: 14/07/2020 PA Score: B

Deadline date: 16/10/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 7. The factory established written H&S policies and procedures, and a senior manager Chen Guobing (Factory Manager) was appointed to facilitate the implementation of H&S policies. The committee of health and safety was established in the factory on Oct 28, 2019 and H&S meetings were regularly held. The latest H&S meeting was held on Jul 15, 2020. Besides, the factory conducted the risk assessment of workshop accordingly including fire safety, electricity safety and mechanical safety and provided EHS trainings to all workers. Fire drills and evacuation exercises were organized and recorded twice a year, the latest one was conducted on Apr 17, 2020. Evacuation passages and safety exits in the facility were not blocked. Sufficient fire hydrants, fire extinguishers, fire alarms, emergency lights, etc. were installed in factory buildings properly and inspected by facility monthly. The first aid boxes and 3 qualified first aiders were available in the factory. Clean drinking water was also provided. The factory provided kitchen& canteen and dormitory, but did not provide transportation service to 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。工厂制定了书面的健康安全政策和程序，并任命了一名高级经理陈国兵/厂长推动工厂健康安全政策的实施。工厂于2019年10月28日成立了健康与安全委员会，并定期召开健康与安全会议。最近一次健康与安全会议于2020年7月15日召开。此外，工厂对车间进行了健康安全风险评估，包括消防安全、电气安全和机械安全，并对所有工人进行了EHS培训。工厂每年开展两次消防演习和疏散演习，最近一次是在2020年4月17日。工厂内的疏散通道和安全出口均畅通。厂房内安装了足够的消防栓、灭火器、警铃、应急灯等，工厂每月检查一次。工厂配备了急救箱和3名合格的急救人员。工厂还提供了干净的饮用水。工厂提供了食堂餐厅和宿舍，但没有为工人提供交通服务。然而，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 H&S management system to implement AMFORI BSCI Code of Conduct. But there were some non-compliances found during the audit due to management negligence, such as chemical management, etc.

工厂部分遵循该原则：工厂建立了健康安全管理系统来实施AMFORI BSCI行为准则。但是由于管理疏忽，审核中仍有一些问题被发现，如化学品管理等。

7.2 - The main auditee does not respect this principle because the factory did not provide injury insurance or commercial insurance to 52 out of 201 employees.

工厂未遵循该原则，工厂未给201名员工中的52名员工提供工伤险或商业意外险。

7.7 - The main auditee partially respects this principle because no labels were available for five chemical containers in the warehouse.

工厂部分遵循该准则：仓库5瓶化学品未张贴标签。

7.11 - The main auditee partially respects this principle because the factory did not provide Fire Safety Certificate and Building Structure Safety Certificate of dormitory building and kitchen & canteen buildings for review.

工厂部分遵循该准则。工厂未提供宿舍和食堂餐厅的消防验收报告和竣工验收报告。

7.13 - The main auditee partially respects this principle because the factory did not install protective cover for one electrical box in the warehouse.

工厂部分遵循该准则：工厂未给仓库的一个电箱安装保护盖。

7.17 - The main auditee partially respects this principle because the factory did not install finger guards for 20% sewing machines in the sewing workshop.

工厂部分遵循该准则：工厂未给缝纫车间20%的缝纫机安装护指环。

7.25 - The main auditee partially respects this principle because some materials and finished goods in the warehouse and workshop were stored against the wall.

工厂部分遵循该准则，工厂仓库及车间部分物料及成品靠墙堆放。

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 186796] Audit Date: 14/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The factory established effective recruiting policy and it included prohibiting using child labour and remediation actions for child labor and the management knew the policy. The factory reviewed workers' ID cards during recruitment and HR staffs knew the skills of asking workers' experience and ages when they had any doubt of workers' ID cards or age according to interview. After checking all workers' personnel files, no child labour or young worker was found in the factory. The youngest employee in the factory was 18 years old.

工厂制定了有效的招聘政策，包括禁止使用童工和对童工采取的补救措施，管理层了解该政策。根据访谈确认工厂在招聘过程中会对工人的身份证进行检查，当人力资源部员工对员工身份证或年龄有疑问时，会有技巧的询问员工的经验和年龄来进行核实。通过查验所有工人的人事档案，没有发现童工或未成年工。工厂里最年轻的员工是18岁。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 186796] Audit Date: 14/07/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> Nil	
<u>AREAS OF IMPROVEMENT:</u> <p>The factory had made the policy and procedure on young worker protection and provided training to all workers on Apr 20, 2020. The risk assessment of young workers was conducted on Mar 26, 2020 in accordance with the requirement of amfori BSCI COC. No young worker was identified during the audit. The youngest worker in the factory was 18 years old.</p> <p>工厂制定了保护未成年工的政策和程序，并于2020年4月20日对所有工人进行了培训。根据amfori BSCI的要求，工厂于2020年3月26日对未成年工进行了风险评估。在审核期间，没有发现任何未成年工。工厂里最年轻的工人是18岁。</p>	
<u>Remarks from Auditee:</u>	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 186796] Audit Date: 14/07/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> Nil	
<u>AREAS OF IMPROVEMENT:</u> <p>The facility had made policy of No Precarious Employment according to amfori BSCI Code. Labour contracts were signed between factory and all employees within one month from the date when the employee begins to work, which was in compliance with legal requirement. Meanwhile, the factory provided a copy of labor contract to every employee. All workers knew the content of labor contract. All employees were recruited by the facility directly and no illegal employment was identified during the audit.</p> <p>根据amfori BSCI行为准则，该工厂制定了无缺乏保障就业政策。工厂与全体员工在其开始工作之日起一个月内签订劳动合同，这符合法律规定。同时，工厂为每位员工提供了一份劳动合同副本。所有工人都理解劳动合同的内容。所有员工均由工厂直接招聘，审核期间未发现非法的用工形式存在。</p>	
<u>Remarks from Auditee:</u>	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 186796] Audit Date: 14/07/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> Nil	
<u>AREAS OF IMPROVEMENT:</u> <p>The factory had established written procedures on anti-forced labor. Through site tour and workers interview, no prison labor or forced labor was in the factory. Workers could drink water and go to toilets freely and leave the factory when shift end. No inhumane or degrading treatment was identified during the audit. The factory had made a disciplinary procedure which included warning, recording demerits and terminating employment contracts. Through workers interview, all workers knew the disciplinary procedure.</p> <p>工厂制定了反强迫劳动的书面程序。通过现场观察和工人访谈，工厂内没有监狱工和强迫劳动的情况。工人们可以自由饮水，上厕所，下班后离开工厂。审核期间未发现员工受到任何不人道或有辱人格的待遇。工厂制定了一个纪律程序，包括警告、记过和解除劳动合同。通过工人访谈，所有工人都知道这项纪律程序。</p>	
<u>Remarks from Auditee:</u>	

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 186796] Audit Date: 14/07/2020 PA Score: A

Deadline date: 16/10/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Environmental policy had been established by the factory and the facility had trained workers how to reduce energy using and protect environment, the latest one was conducted on Apr 20, 2020. The factory had conducted EIA in Dec 2010 and obtained the EIA approval from the local government on Dec 29, 2010. The land of factory was industrial land and water used by the factory came from municipal water. However, gaps had been identified in implementation as follows:

工厂制定了环境政策，并给工人提供了如何减少能源消耗和保护环境的培训，最近一次是在2020年4月20日。工厂于2010年12月进行了环境影响评价，并于2010年12月29日获得了环评批复。工厂用地属于工业用地，工厂用水为市政自来水。然而，工厂在以下方面和amfori BSCI要求尚有差距：

- 12.3 -** The main auditee partially respects this principle because the factory conducted EIA and obtained the EIA approval, but did not provide the acceptance approval for environmental facilities according to legal requirement for review.

工厂部分遵循该准则，工厂进行了环评，并获得了环评批复，但未提供建设项目环保设施验收报告。

Remarks from Auditee:

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 186796] Audit Date: 14/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The factory had established the business ethics and anti-corruption policy and provided training to all workers on Apr 20, 2020. Chen Guobing/ Factory Manager was accountable for the anti-bribery and he knew the definition of the business ethic. The factory conducted the risk assessment of corruption on Mar 26, 2020. The factory provided the actual records including payrolls, attendance records, etc. for review. And the procedure of information protection was also established.

工厂创建了商业道德和反腐败政策，并于2020年4月20日对所有工人进行了培训。陈国兵/厂长负责反贿赂负责工厂的反贿赂政策，他知道商业道德的定义。工厂于2020年3月26日进行了腐败风险评估。工厂提供了工资单、出勤记录等真实的记录供审核。此外，工厂还建立了信息保护程序。

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	14/07/2020	186796	D	A	A	A	B	D	B	A	A	A	A	A	A	C

Producer Photos



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



Photo of fire safety equipment
Fire hydrant.JPG



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



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



Photo of fire safety equipment
No smoking sign.JPG



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



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



Photo of fire safety equipment
Smoke detector.JPG



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



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



Photo of fire safety equipment
Sprinkler system.JPG



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



Photo first aid facilities
First aid kit.JPG



Photo of the canteen (if applicable)
Canteen.JPG



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



Photo of chemical storage room (if applicable)
Chemicals with secondary containment.JPG



Photo of the canteen (if applicable)
Kitchen.JPG



Photo of the sanitary facilities
Drinking water.JPG



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



Photo of the code of conduct on display
AMFORI BSCI CODE posted.JPG



Photo of the sanitary facilities
Toilet.JPG



Photo of fire safety equipment
Emergency lighting testing.JPG



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

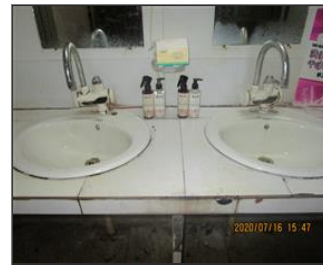


Photo of the sanitary facilities
Washing basin.JPG



Photo of fire safety equipment
Evacuation indicator sign.JPG



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



Photo of non-conformity
NC Goods were stored against the wall.JPG



Photo of fire safety equipment
Evacuation plan.JPG



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

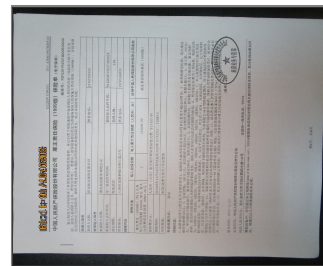


Photo of non-conformity
NC Injury insurance or commercial insurance did not cover all workers.JPG



Photo of fire safety equipment
EXIT sign and emergency lighting.JPG



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

2019-08-01	07:57	12:11	13:23	17:33	18:31	20:40
2019-08-02	08:02	12:02	13:27	17:31	18:28	20:41
2019-08-03	08:03	11:58	13:28	17:40		
2019-08-04						
2019-08-05	07:48	11:58	13:30	17:32	18:30	20:34
2019-08-06	07:59	11:58	13:33	17:32	18:28	20:40
2019-08-07	07:53	12:18	13:36	17:28	18:30	21:36
2019-08-08	07:55	11:58	13:18	17:30	18:28	20:31
2019-08-09	07:53	12:08	13:31	17:33	18:33	20:41
2019-08-10	08:02	12:08	13:24	17:40		
2019-08-11	07:54	12:08	13:27	17:31	18:28	20:37
2019-08-12	08:00	12:11	13:25	17:33	18:28	20:35
2019-08-13	07:59	12:08	13:25	17:31	18:27	20:35
2019-08-14	08:01	12:18	13:24	17:34	18:21	20:37
2019-08-15	07:54	12:02	13:26	17:38	18:32	20:37
2019-08-16	07:49	12:08	13:20	17:28		
2019-08-17						
2019-08-18						
2019-08-19	07:58	12:07	13:30	17:36	18:18	20:40
2019-08-20	07:56	12:02	13:26	17:30	18:22	20:40
2019-08-21	08:00	11:58	13:26	17:41	18:31	20:35
2019-08-22	08:02	11:58	13:24	17:31	18:33	20:31
2019-08-23	08:00	12:05	13:21	17:38	18:21	20:28
2019-08-24	08:01	12:02	13:32	17:33		
2019-08-25						
2019-08-26	07:52	11:58	13:23	17:38	18:20	20:34
2019-08-27	07:53	12:11	13:32	17:30	18:28	20:41
2019-08-28	08:03	12:02	13:18	17:33	18:27	20:40
2019-08-29	07:50	12:08	13:21	17:37	18:31	20:40
2019-08-30	08:01	12:08	13:21	17:38	18:19	20:28
2019-08-31	07:55	12:11	13:26	17:34		

Photo of non-conformity
NC Monthly OT exceeded 36 hours.PNG



Photo of fire safety equipment
Fire alarm testing.JPG



Photo of the inside of the main production hall
Finished products.JPG



Photo of non-conformity
NC No finger guard.JPG



Photo of fire safety equipment
Fire alarm.JPG



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



Photo of non-conformity
NC No labels.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



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



Photo of non-conformity
NC No protective cover.JPG



Photo of fire safety equipment
Fire hydrant testing.JPG



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

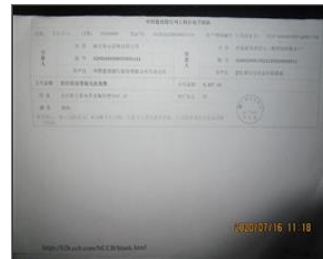


Photo of non-conformity
NC The factory did not provide five kinds of social insurance to all workers.JPG