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Auditee :	<b>Zhejiang Tianjie Industry CORP.</b>
Audit Date From :	<b>16/11/2017</b>
Audit Date To :	<b>17/11/2017</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the BSCI platform</b>
Auditing Company :	<b>TUEV SUD</b>
Auditor's Name(s) :	<b>Yi Lu(Lead)</b>
Auditing Branch (if applicable) :	<b>TUV SUD 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>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></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	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																																	
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><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																																	
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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>A</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	A	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	A	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>Zhejiang Tianjie Industry CORP.</b>		
DBID number :	<b>364847</b>		
Audit ID :	<b>112192</b>		
Address :	<b>Linglong Economic Development Zone, Lin'an Hangzhou</b>		
Province :	<b>Zhejiang</b>	Country :	<b>China</b>
Management Representative :	<b>Mr. Pingyue Shuai</b>		
Contact person:	<b>Pingyue Shuai</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Others</b>	Product group :	<b>Others</b>
Product Type :	<b>Coaxial Cable</b>		

**Audit Details**



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" 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 : 17/11/2018

**Rating per Performance Area (PA)**

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	B	A	A	C	D	B	A	A	A	A	A	B

**Executive summary of audit report**

The full announced initial audit on site was authorized by BSCI Member, and conducted on November 16 & 17, 2017.

[Location and size]:

The audited company of Zhejiang Tianjie Industry CORP is located at Linglong Economic Development Zone, Lin'an, Zhejiang Province, China. The company was established on March 31, 1999. The business license number is 91330100704313080Y. The total land area is about 6, 000 square meters. The production area was about 14262 square meters.

[Structure of facility]:

Within the premises, the audited factory used No. 1 flat building as office, kitchen and canteen, employee rest area, warehouse, used No. 2 flat building as production workshops, and warehouse, used one flat building as sundry goods warehouse. One 6-storey building is used as office and warehouse. The main products are coaxial cable. The productive operation includes extrusion molding, settle, sheath, inspection and packing.

[Employee analysis]:

There were 197 employees working in the factory. Among them 148 were production employees, 49 non-production employees. All employees were permanent employees, 71 migrant employees worked in the factory. And there were total 81 female employees.

[Summary of working hour]:

Factory uses electronic attendance machine to record workers' working time. Reviewed attendance records from October 2015 to the audit day in the audit, it was noted that employees in extrusion molding, braiding and sheath workshops run 3 shifts, 1st shift from 7:30 to 15:30, 2nd shift from 15:30 to 23:30, 3rd shift from 23:30 to 7:30, 30 minutes paid unfixed break provided to these employees. 1 shift arranged for all other employees from 8:00 to 11:30, and 12:30 to 17:00. The normal working time was 8 hours per day, 5 days per week. 8 hours overtime arranged on Saturday irregularly. No overtime arranged on Sundays or holidays for employees. The max monthly overtime exceeded legal limit.

[Summary of compensation]:

Payroll from November 2016 to September 2017 were provided for review. Workers were paid by hourly rate; the minimum basic wage was RMB 2154 per month. Wage was released by bank transfer on 25th every month. The factory paid 150% and 200% of normal rate for the overtime on regular working days and rest days respectively.

[Summary of interview]:

Worker interview were conducted by individually and in group. Randomly selected 12 employees, no complain was raised.

[Special scene during on site observed]:

The 2-storey building which mentioned in previous audit was no longer used currently.

There was a trainee auditor Michael Gao participated this audit from the opening meeting on 16/11/2017 to the closing meeting on 17/11/2017.

**Ratings Summary**



Auditee's background information			
Auditee's name :	Zhejiang Tianjie Industry CORP.	Legal status :	Ltd company
Local Name :	浙江天杰实业股份有限公司 (91330100704313080Y)	Year in which the auditee was founded :	1999
Address :	Linglong Economic Development Zone, Lin'an	Contact person (please select) :	Pingyue Shuai
Province :	Zhejiang	Contact's Email :	spy@tian-jie.com
City :	Hangzhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	www.tian-jie.com
GPS coordinates :	East Longitude: 119°40'5", North Latitude: 30°12'24"	Total turnover (in Euros) :	38160000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Others	Of which domestic market % :	0.00
If other, please specify :	Coaxial Cable	Production volume :	22000 kilometers / month
Product Group :	Others	Production cost calculation :	Yes
If other, please specify :	Coaxial Cable	Lost time injury calculation cost :	No
Product Type :	Coaxial Cable		

Auditee's employment structure at the time of the audit		
Total number of workers :	197	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	116	81
Temporary workers	0	0
In management positions	5	3
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	43	28
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	116	81
Production based workers	0	0
With shifts at night	69	37
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

**Finding Report**



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

1- Followup Audit [Audit Id - 112192] Audit Date: 16/11/2017 PA Score: D

Deadline date:31/10/2018

**GOOD PRACTICES:**

None.

**AREAS OF IMPROVEMENT:**

The overall observation showed that the factory partially fulfills the requirement of this performance area. During the audit it was noted that the factory had established social compliance policy and procedures based on BSCI standards. The system is implemented generally in the factory and its main business partners which were identified based on the procedures. The factory has nominated one senior manager, who had general understanding of BSCI standards, for the establishment, implementation and maintenance of the BSCI system. Regular internal audits based on BSCI standards were conducted to the audited factory and its main business partners and corrective actions were taken. Information regarding BSCI issues were shared between management and workers periodically. However, gaps have been identified in implementation.

总体观察显示工厂在该执行领域部分符合BSCI的要求。审核发现工厂已经基于BSCI的标准建立起了一套社会责任政策和程序。这个系统在工厂和基于该系统确认的主要合作伙伴中大体被执行。工厂指定了一名对BSCI要求比较了解的高级管理人员来负责BSCI系统的建立、施行和维护。工厂与其主要合作伙伴均定期进行内部审计,相应的改善计划也有进行。涉及BSCI事项的交流也在管理层与员工间定期进行。但是在执行的过程当中还是存在以下差距:

- 1.1 - The factory established social compliance documents and procedures and provided BSCI standards training to employees but did not fully comply with the standards due to some defects were identified in some performance area during this audit.  
工厂建立了社会责任程序文件并提供BSCI标准给员工但没有安全遵守标准因为在一些执行领域发现了问题。
- 1.4 - The factory conducted production cost calculation and workforce capacity evaluation but it was insufficient due to monthly overtime still frequently exceeded legal requirement.  
工厂对生产成本计算及生产能力分析不足导致月加班经常超过法律要求。

**Remarks from Auditee:**

Full Audit [Audit Id - 70746] Audit Date: 30/11/2016 PA Score: C

Deadline date:01/12/2017

**Good practices**

N/A

**Areas of improvement**

The overall observation shows that the auditee partially fulfills the requirement of this performance area, the factory established the social policy, procedures, etc refer to BSCI code of conduct. Designated employee is responsible for the BSCI system implementation. Consideration about BSCI Code of Conduct compliant ability was taken for the business partner selection in procedure. However, gaps were identified in implementation.

总体观察显示工厂部分符合该执行领域的要求,工厂建立了按照BSCI要求建立了社会责任政策,程序等等,指定了专人负责BSCI的实施,程序文件显示在商业伙伴的选择中也考虑了商业伙伴的社会责任表现,但是,仍有部分不足:

- 1.4 - The factory does not conduct production cost calculation. There's no satisfactory evidence that the workforce capacity in the company is sufficient and properly planned to match delivery order contracts' expectations and excessive overtime is detected.  
工厂没有进行生产成本计算,没有关于劳动生产能力分析及生产计划的完善记录,并存在加班超时的情况。

**Remarks from Auditee**

<b>Performance Area 2 : Workers Involvement and Protection</b>	
1- Followup Audit [Audit Id - 112192] Audit Date: 16/11/2017 PA Score: B	Deadline date:31/10/2018
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation showed that the factory partially fulfills the requirement of this performance area. During this audit, it was noted that the social compliance policy and procedures had been established based on BSCI standards and covered workers' involvement and protection in the factory. Exchange meeting and BSCI training were held regularly to discuss factory issues regarding BSCI requirements and enhance employees' understanding of BSCI standards. The BSCI standard were also taken into business operation, such as workshop safety, timely and sufficient payment. Furthermore, the factory had established channels for grievances. Employees might raise their grievances through suggestion box, worker representative and directly communication with the senior management. The channels were set and promised secretive, necessary investigation would be taken per the established grievance procedures, though currently no grievances were raised yet. However, gaps have been identified in implementation.</p> <p>总体观察显示工厂在该执行领域部分符合BSCI的要求。审核发现厂内已经基于BSCI标准建立了社会责任政策和程序,其中包含了员工参与和保护的部分。工厂定期举行交换看法的会议和BSCI培训去讨论厂内与BSCI要求相关的事项和加强员工对BSCI的了解。一些BSCI的要求也结合到实际工作中,如车间安全、准时足额支付报酬等。另外,工厂建立了申诉的渠道。员工可以通过意见箱、员工代表和直接与高层管理沟通的方式去提出申诉。虽然当前并没有收到申诉,但是根据建立起来的申诉程序,这些沟通渠道是设立起来并且保密的,必需的调查也要进行。但是在执行的过程当中还是存在以下差距:</p> <p>2.2 - No long term goal was set up for protecting employees. 未建立保护员工的长期目标。</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 70746] Audit Date: 30/11/2016 PA Score: B	Deadline date:01/12/2017
<b>Good practices.</b> N/A	
<b>Areas of improvement</b> <p>The overall observation shows that the auditee partially fulfills the requirement of this performance area. The factory established policy and procedure for worker involvement and protection. Regular training were provided for workers, worker representative was selected by workers, regular exchange meeting on social compliance between management and workers were hold regularly. However, gaps were identified in implementation.</p> <p>总体观察显示工厂部分符合该执行领域的要求,工厂建立的员工参与和保护的政策和程序,定期给员工提供培训,员工选举了员工代表,管理层和员工员工工代表定期沟通会议,但是,仍有部分不足:</p> <p>2.2 - The main auditee did not define long term goals to protect workers according to the BSCI Code of Conduct. 工厂未根据BSCI行为准则建立起长期目标以保护员工。</p>	
<b>Remarks from Auditee</b>	
<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
1- Followup Audit [Audit Id - 112192] Audit Date: 16/11/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> N/A - It is not covered in the follow up audit. 不适用-该执行领域未纳入本次审核范围。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 70746] Audit Date: 30/11/2016 PA Score: A	Deadline date:
<b>Good practices.</b> N/A	
<b>Areas of improvement</b> <p>The auditee fulfilled the requirement of this performance area. They had set their objectives that refer to the local regulation and BSCI Code of Conduct. They had publicly respected workers' right of to join unions and to bargain collectively. Worker representatives were elected by workers freely. Independent activity would be respected and would not be discriminated. Meetings with workers were arranged regularly during working hours and and this time would not be deducted from workers' remuneration.</p> <p>被审核方符合了该执行领域的要求。已根据当地法规及BSCI准则设立了目标。已公开表示将尊重员工加入工会及集体谈判的权利。员工代表由员工自由选举产生。工人代表可能工作时间工作地点内与员工进行沟通,并且不会被歧视。工人代表与工人有定期的会议。会议时间不会影响员工的报酬。</p>	
<b>Remarks from Auditee</b>	

<b>Performance Area 4 : No Discrimination</b>	
1- Followup Audit [Audit Id - 112192] Audit Date: 16/11/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> N/A - It is not covered in the follow up audit. 不适用-该执行领域未纳入本次审核范围。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 70746] Audit Date: 30/11/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
N/A	
<u>Areas of improvement</u>	
<p>The auditee fulfilled the requirement of this performance area. They had set their objectives that refer to the local regulation and BSCI Code of Conduct. The auditee publicly stated that they forbided any terms of discrimination when workers are hired, promoted, fired or assigned benefits. Workers would not be discriminated because of their race, religion, age, sex, disability ect. Pregnant worker would not be discriminated. The policy was communicated to all management and workers regularly through training. Grievance channels were also available through directly reporting or using suggestion box or talk to worker representatives.</p> <p>被审核方符合该执行领域的要求。已根据当地法律法规设立了目标。已公开声明将在招聘, 升迁, 解聘及离职中禁止任何形式的歧视。员工不会因为肤色, 宗教, 年龄, 性别及残疾被歧视。通过培训将这一政策传达给了管理层及工人。可以通过直接汇报或使用意见箱或告诉员工代表进行申诉。</p>	
<u>Remarks from Auditee</u>	



<b>Performance Area 5 : Fair Remuneration</b>	
1- Followup Audit [Audit Id - 112192] Audit Date: 16/11/2017 PA Score: C	Deadline date:31/10/2018
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation showed that the factory partially fulfills the requirement of this performance area. The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. During this audit, it was noted that the factory had established wage system based on BSCI standards and local requirements. Workers were paid by monthly rate. Wages were issued on the 25th day of each month by bank transfer. The minimum wage was guaranteed. The lowest basic wages paid for workers were RMB1550 per month, which was higher than local minimum wage of RMB1510 per month. Wages were issued timely and sufficiently per the payroll records and interview. Pay slips were provided so workers could understand the composition of their wages. No illegal deduction was made. However, gaps have been identified in implementation.</p> <p>总体观察显示工厂在该执行领域部分符合BSCI的要求。审核发现工厂有基于BSCI标准和当地法规要求建立起了一套薪酬系统。员工以月薪制支付。工资在每月25号通过银行转账发放。最低工资受到保障。员工最低月薪为2154元，高于当地1530元月薪的最低标准。根据工资记录和访谈，工资准时、足额发放。工厂提供工资条给员工以使员工明白其工资构成。没有非法扣款的情况。但是在执行的过程当中还是存在以下差距：</p> <p>5.4 - The factory did not conduct basic living wage calculation to evaluate workers' decent living standards in the past one year. 工厂在过去的一年中未计算基本生活工资以评估员工体面生活标准。</p> <p>5.5 - Total 197 employees were in the audited facility till the audit and as per recent 3 months' social insurance receipts, it was noted that the factory purchased work injury insurance for all employees but purchased maternity, medical, retirement and unemployment insurance only for 173 employees. (China Labor Law, Article 72 and 73) 截至审核当日被审工厂共有197名员工，根据近三个月的社保凭证显示，工厂为所有员工购买了工伤保险，但仅为173名员工购买了生育、医疗、养老以及失业保险。</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 70746] Audit Date: 30/11/2016 PA Score: B	Deadline date:01/12/2017
<b>Good practices:</b> N/A	
<b>Areas of improvement</b> <p>The overall observation showed that the auditee partially fulfilled the BSCI requirement of this performance area. During this audit, it was noted that the factory had established wage system based on BSCI standards and local requirements. Workers were paid by monthly rate. Wages were issued on the 25th day of each month by cash. The minimum wage was guaranteed. The lowest basic wages paid for workers were RMB1850 per month, which was higher than local minimum wage of RMB1530 per month. Wages were issued timely and sufficiently per the payroll records and interview. Pay slips were provided so workers could understand the composition of their wages. No illegal deduction was made. However, gaps have been identified in implementation.</p> <p>总体观察显示工厂在该执行领域部分符合BSCI的要求。审核发现工厂有基于BSCI标准和当地法规要求建立起了一套薪酬系统。员工以月薪制支付。工资在每月25号通过现金发放。最低工资受到保障。员工最低月薪为1850元，高于当地最低月薪1530元的水平。根据工资记录和访谈，工资准时、足额发放。工厂提供工资条给员工以使员工明白其工资构成。没有非法扣款的情况。但是在执行的过程当中还是存在以下差距：</p> <p>5.5 - Only parts of the employees were provided with social insurance. The social insurance records indicated only 172 out of 195 employees provided with retirement/unemployment/medical/child-bearing insurance, all employees were covered by injury insurance. (China Labor Law, Article 72 and 73) 仅部分员工提供了社会保险，根据社保缴费记录，195名员工里面只有172人交纳了养老/失业/医疗/生育保险，所有员工参加了工伤保险。</p>	
<b>Remarks from Auditee</b>	

<b>Performance Area 6 : Decent Working Hours</b>	
1- Followup Audit [Audit Id - 112192] Audit Date: 16/11/2017 PA Score: D	Deadline date:31/10/2018
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation showed that the factory partially fulfills the requirement of this performance area. During the audit, it was noted that employees used electronic attendance system to record working hour information. Normal weekly working hour was 40. There were 3 shifts for normal workers in the factory: from 8:00am-11:30, 12:30-17:00; There were 3 shifts for extrusion molding, braiding and sheath workers: The 1st shift was from 7:30-15:30; the 2nd shift was from 15:30-23:30; the 3rd shift was from 23:30-7:30. 8 hours of rest day overtime per week were conducted based on production needs. No statutory holiday overtime was conducted. Reasonable rest breaks and the 7th day of rest were guaranteed. The maximum daily working time was 8 regular hours per day and maximum weekly working time was 48 hours (40 hours regular time + 8 hours overtime).The overtime was paid by 150% and 200% of normal rate for weekday and rest day overtime, respectively. No mandatory holiday overtime was conducted. Overtime work was conducted voluntarily per the interview. However, gaps have been identified in implementation.</p> <p>总体而言工厂部分满足该部分的要求。审核发现,员工使用电子考勤系统记录工时信息。正常周工作时间为40小时。普通员工只上一个班次,从上午8:00到11:30,下午12:30到17:00。芯线,编织及护套车间有3个班次,第一班从上午7:30到下午15:30,第二班从下午15:30到23:30,第三班从晚上23:30到7:30。根据生产需要周末加班8小时,法定节假日没有加班的情况。合理的休息时间和第七天休息均得到保证。最多上班时间为正班8小时,最多周上班时间是48小时(40小时正班时间+8小时加班时间)。平时及周末加班费分别以正常工资的150%及200%支付。当前没有法定节假日加班。根据访谈,加班是自愿性质。但是在执行的过程当中还是存在以下差距:</p> <p><b>6.2 -</b> As per the attendance records since November 2016 to the audit date, it was noted that monthly overtimes in the audited facility frequently exceeded 36 hours per month which required by legal. The maximum monthly overtime were 40 hours. (China Labor Law, Article 41) 根据自2016年11月至审核当日的考勤记录显示,被审工厂月加班经常超过法律规定的36小时每月。最大月加班为40小时。</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 70746] Audit Date: 30/11/2016 PA Score: D	Deadline date:01/12/2017
<b>Good practices</b>	
N/A	
<b>Areas of improvement</b>	
<p>The overall observation shows that the auditee did not fulfill the requirement of this performance area. The factory established policy and procedure for working hours. The factory recorded workers' working time by electronic attendance system, the regular working time was in line with legal requirement, the overtime premium were paid as per legal requirement, proper breaking was provided on every working day, the 7th day rest was provided for workers. However, gaps were identified in implementation.</p> <p>总体观察显示工厂没有符合该执行领域的要求,工厂建立了工作时间的政策和程序,工厂用电子考勤记录员工工作时间,正班时间,加班费符合当地法律要求。工作日有合理的休息时间,保证员工每周休息一天。但是,仍有部分不足:</p> <p><b>6.2 -</b> The overtime in the factory exceeded legal limit, according to the attendance records, the monthly overtime exceeded 36 hours per month, the max monthly overtime was 48 hours in December 2015, March, April, July to October 2016. (China Labor Law, Article 41) 工厂加班超时,考勤记录显示月加班超过法律要求,月加班最大2015年12月,2016年3月、4月、7月至10月为48小时。</p>	
<b>Remarks from Auditee</b>	

<b>Performance Area 7 : Occupational Health and Safety</b>	
1- Followup Audit [Audit Id - 112192] Audit Date: 16/11/2017 PA Score: B	Deadline date:28/02/2018
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> <p>The overall observation showed that the factory partially fulfills the requirement of this performance area. The factory had established policies and procedures based on BSCI standards and local law requirements for occupational health and safety and implemented the system in generally. Risk assessment was conducted. Regular health and safety training was provided to employees on work station safety, machine safety, use of PPE, use of chemicals, etc. Written accident and emergency protocol was set and drills were conducted regularly. Firefighting equipment, such as fire extinguishers and fire hydrants were sufficiently available in the factory. Clear evacuation signs and emergency lights were provided. Evacuation paths were not blocked and wide enough for evacuation. Clean drinking water and sufficient restrooms were always accessible without restrictions. Dormitory and canteen was clean and spacious for use. The temperature, humidity and lighting were satisfactory in the factory. 7.23 No transportation was available in the factory. 7.24 No dormitory in the factory. During this follow-up audit, below NCs were closed. 7.4 Meeting between management and workers had been carried out in July 2017. 7.25 Instruments that monitoring temperature and moisture had been placed in workshops and warehouses. However, gaps have been identified in implementation.</p> <p>总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂基于BSCI标准和当地法规对于职业健康和安全的政策建立了政策和程序并基本上实施了系统。工厂进行了风险评估, 提供定期的职业健康安全培训给员工, 内容涉及到工位安全、机器安全、劳保用品使用、化学品使用等。工厂建立了书面的意外紧急预案并定期进行演习。如灭火器消防栓等的消防设施在厂内配置足够。清晰的逃生标识和应急灯也有提供。逃生通道不被堵塞且宽度足够逃生。干净的饮用水和充足的卫生间不受限制的提供。饭堂干净宽敞。厂内温湿度令人满意。(7.23 工厂未提供班车。7.24 工厂未提供宿舍。)此次跟进审核中, 以下不符合项关闭。7.4 管理人员和员工之间的沟通会议在2017年7月已进行。7.25 车间和仓库已放置温湿度监测仪器。但是在执行的过程当中还是存在以下差距:</p> <p>7.1 - The factory did not provide the occupational health check report for the on-post workers who contact noise of 2016. (Article 36 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases) 工厂未提供2016年接触噪声的在岗职工职业病健康体检报告。</p> <p>7.2 - The factory did not conduct analysis against all accidents in workplace. 工厂未针对所有在工作场所发生的事故进行分析。</p> <p>7.3 - No corrective action plan was conducted against the risk assessment. 未针对风险评估进行纠正预防措施计划。</p> <p>7.6 - Per onsite observation, the factory provided PPEs such as ear plugs to workers who were working in noisy condition but did not provide rubber gloves and masks for chemical handling workers. (PRC Production Safety Law (2002), Article 37 BSCI requirement 7.6.) 根据现场观察, 工厂未在噪声环境工作的员工提供了如耳塞的劳保用品, 但未给化学品处理员工提供橡胶手套和口罩。</p> <p>7.10 - The factory had established emergency procedures but did not posted onsite. 工厂已制定应急程序但未张贴在现场。</p> <p>7.13 - 5 checked electrical panels in No. 2 production building were not installed with inner covers. (Article 6.7 of the General Guide for Safety of Electric User) 2号生产大楼检查的5个配电箱未安装内盖。</p> <p>7.16 - Per onsite observation, it was noted that 'You Are Here' mark on 2 evacuation plans posted in factory No. 1 production building warehouse were wrong displayed. 张贴在工厂1号生产大楼仓库的2张疏散平面图上显示的'您在此处'标志错误。</p> <p>7.17 - 8 gas cylinders are not secured in No. 2 production workshop. (Procedures on Safety Supervision of Gas Cylinder Article 79) 2号生产大楼内有8瓶气瓶没有固定。</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 70746] Audit Date: 30/11/2016 PA Score: B	Deadline date:01/12/2017
<b>Good practices</b>	
N/A	
<b>Areas of improvement</b>	
<p>The overall observation shows that the auditee partially fulfills the requirement of this performance area. The factory established policy and procedure for health and safety. The factory conducted risk assessment regularly, The factory provided free PPE and drinking water for workers, certificated electrician and first aiders were available in the factory, The factory equipped adequate first aid kits, fire safety certificate for buildings were provided. The working environment was overall acceptable, However, gaps were identified in implementation. Remark: 7.23 No transportation was available in the factory. 7.24 No dormitory in the factory.</p> <p>总体观察显示工厂部分符合该执行领域的要求 工厂建立了健康安全政策和程序, 定期做安全风险评估, 为员工提供了免费的劳保用品, 清洁的饮用水, 工厂有合格的电工和急救员, 工厂工作环境总体可接受, 但是, 仍有部分不足。Remark: 7.23 No transportation was available in the factory. 7.24 No dormitory in the factory.</p> <p>7.1 - 1. The factory did not provide occupational health examination for workers who touched noise before laborers start to take work post, and after leave the work post . 2. It was noted that occupational health examination report indicated that the hearing of 1 settle worker was suffered from their work post and required to subsequent visit, while the auditee did not provide subsequent visit to this worker. (Article 36 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases) 1. 工厂没有为接触噪声的员工做岗前及离岗职业健康体检。2. 工厂没有为听力受损的整理车间的1位员工提供职业健康复诊。</p> <p>7.2 - The factory does not conduct regular analysis the accident regards to gather lessons learned and adjust the protocols accordingly. 工厂没有定期开展工伤事故原因分析, 从中学习并对相关程序做出调整。</p> <p>7.3 - The risk assessment report did not contain the preventive and corrective action. 风险评估中没有涵盖纠正预防措施。</p> <p>7.4 - The factory has established OHS committee. However, the factory does not hold regular meeting to ensure the active cooperation between management and workers. 工厂有成立职业健康安全委员, 但是工厂并没有定期开展会议以确保管理人员和员工之间的沟通是有效的。</p> <p>7.10 - The factory does not provide regular training for workers and management how to avoid accidents and minimize their impacts. Moreover, the factory does not conduct regular analysis the accident regards to gather lessons learned and adjust the protocols accordingly.</p>	

<p>工厂没有给员工和管理人员针对如何避免工伤事故提供定期培训。另外工厂没有定期开展工伤事故原因分析, 从中学习并对相关程序做出调整。</p>	
7.25 -	<p>The factory did not equip the temperature meter to sure the temperature in workshop is suit for the workers activities. 工厂没有在车间安装温度计评估车间温度的适宜性。</p>
Remarks from Auditee	
<b>Performance Area 8 : No Child Labour</b>	
1- Followup Audit [Audit Id - 112192] Audit Date: 16/11/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> N/A - It is not covered in the follow up audit. 不适用-该执行领域未纳入本次审核范围。	
Remarks from Auditee:	
Full Audit [Audit Id - 70746] Audit Date: 30/11/2016 PA Score: A	Deadline date:
Good practices	
N/A	
Areas of improvement	
<p>The overall observation shows that the auditee fulfills the requirement of this performance area. It was noted that the factory had established policies and procedure to prevent recruitment of child labor. The age verification procedure was used during hiring process and periodic check was conducted to identify suspicious child labor. A child labor remedition procedure was also established to handle child labor issue. Currently the youngest worker in the factory was 19 years old. 总体观察显示工厂符合了该执行领域的要求。工厂建立政策和程序去防止雇佣到童工。在招聘中会使用到年龄核实程序并且会定期检查确认可疑童工身份。工厂同时建立了童工补救措施去处理童工问题。当前工厂最年轻员工为19岁。</p>	
Remarks from Auditee	
<b>Performance Area 9 : Special protection for young workers</b>	
1- Followup Audit [Audit Id - 112192] Audit Date: 16/11/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> N/A - It is not covered in the follow up audit. 不适用-该执行领域未纳入本次审核范围。	
Remarks from Auditee:	
Full Audit [Audit Id - 70746] Audit Date: 30/11/2016 PA Score: A	Deadline date:
Good practices	
N/A	
Areas of improvement	
<p>The overall observation shows that the auditee fulfills the requirement of this performance area. It was noted that the factory had established policies and procedure to identify young workers. A procedure regarding working conditions of young workers was also established to handle young worker issue and minimize the risks. Currently no young worker was hired in the factory and the youngest worker in the factory was 19 years old. 总体观察显示工厂符合了该执行领域的要求。工厂建立了政策和程序去识别未成年工。一个针对未成年工工作条件的程序也建立起来去处理未成年工事项和降低风险。当前并无未成年工在工厂内, 年纪最少的员工年龄为19岁。</p>	
9.6 -	No young worker was in the factory.
Remarks from Auditee	

<b>Performance Area 10 : No Precarious Employment</b>	
1- Followup Audit [Audit Id - 112192] Audit Date: 16/11/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> N/A - It is not covered in the follow up audit. 不适用-该执行领域未纳入本次审核范围。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 70746] Audit Date: 30/11/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
N/A	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the requirement of this performance area. The factory has established a policy based on BSCI standards and local law requirements to protect employment relationship. All hired workers signed labor contracts within one month with the audited factory and a copy of labor contracts was provided to workers. The contents on labor contracts were fully in compliance with local law on working hour, payments, working condition protection, etc. There was not evidence to show the factory tried any unfair employment method to reduce its obligations.</p> <p>总体观察显示工厂符合了该执行领域的要求。工厂基于BSCI的标准和当地法规要求建立了包含雇佣关系的政策和程序。所有雇佣的员工都会与所审核的工厂在一个月内签订劳动合同并且会留一份劳动合同副本给员工。劳动合同的内容, 如工时, 工作, 工作条件等均完全符合当地法律。没有任何证据显示工厂是同通过不公平的雇佣方式去减少其义务。</p>	
<b>Remarks from Auditee</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
1- Followup Audit [Audit Id - 112192] Audit Date: 16/11/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> N/A - It is not covered in the follow up audit. 不适用-该执行领域未纳入本次审核范围。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 70746] Audit Date: 30/11/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
N/A	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the requirement of this performance area. The factory has established a policy based on BSCI standards and local law requirements to identify and prevent bonded labor. Training regarding identifying and reporting bonded labor was provided to workers periodically. There was not any form of bonded labor observed or reported during the audit.</p> <p>总体观察显示工厂符合了该执行领域的要求。工厂基于BSCI的标准和当地法规要求建立了识别和防止强迫劳工的政策和程序, 定期给员工提供强迫劳工的识别与报告。在这次审核中没有发现或者得到报告强迫劳工的情况。</p>	
<b>Remarks from Auditee</b>	

<b>Performance Area 12 : Protection of the Environment</b>	
1- Followup Audit [Audit Id - 112192] Audit Date: 16/11/2017 PA Score: A	Deadline date:31/10/2018
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> The overall observation showed that the factory partially fulfills the requirement of this performance area. The factory has established a policy based on BSCI standards and local law requirements to identify and reduces the impacts of its activities to the environment. The factory obtained some necessary licenses, such as environment impact assessment and approval. Monitoring of waste air, noise and waste water was conducted regularly. Training regarding environment protection was provided to workers. However, gaps have been identified in implementation. 总体观察显示工厂在该执行领域部分符合BSCI的要求。工厂基于BSCI的标准和当地法规要求建立了识别和减少其生产活动对于环境的影响。工厂获得了环评报告和批复等文件。工厂定期对废气、噪音和废水进行监测。针对环境保护的培训也有提供给员工。但是在执行的过程当中还是存在以下差距： <b>12.2 -</b> The factory had collected environmental laws but did not regularly update. 工厂已搜集了环境法律但未定期更新。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 70746] Audit Date: 30/11/2016 PA Score: B	Deadline date:01/12/2017
<u>Good practices</u>	
N/A	
<u>Areas of improvement</u>	
The overall observation shows that the auditee partially fulfills the requirement of this performance area. The factory has established a policy based on BSCI standards and local law requirements to identify and reduces the impacts of its activities to the environment. The factory obtained part of licenses such as environmental assessment report. Wastes were treated by the contractor. Training regarding environment protection was provided to workers. However, gaps were identified in implementation. 总体观察显示工厂部分符合该执行领域的要求。工厂基于BSCI的标准和当地法规要求建立了识别和减少其生产活动对于环境的影响。工厂获得了必要的如环评评估报告等。危险化学品废物由有资质的回收商回收。针对环境保护的培训也有提供给员工。但是, 仍有部分不足。 <b>12.2 -</b> The environmental laws relevant to its business are not identified and compiled. 工厂没有识别及收集与经营活动相关的环保法律法规。	
<b>Remarks from Auditee</b>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
1- Followup Audit [Audit Id - 112192] Audit Date: 16/11/2017 PA Score: B	Deadline date:31/10/2018
<b>GOOD PRACTICES:</b> None.	
<b>AREAS OF IMPROVEMENT:</b> The overall observation showed that the factory partially fulfills the requirement of this performance area. The factory has established a policy based on BSCI standards on ethical business behavior. The established procedures identified and handle non-ethical behavior and showed zero tolerance. Based on onsite observation and the provided documents/ records, the factory provided consistent information for this audit and no non-ethical behavior was observed. However, gaps have been identified in implementation. 总体观察工厂部分符合该执行领域的要求。工厂基于BSCI要求建立了商业道德规范政策。程序可以识别和处理不道德的商业行为并实施零容忍措施。根据现场观察和所提供的文件/记录, 工厂在审核中提供一致性的信息。当前审核没有发现不道德商业行为。但是在执行的过程当中还是存在以下差距： <b>13.1 -</b> Training procedure on Ethical Business Behaviour including corruption, bribery, falsified information or misrepresentation, fraud and embezzlement has not been established yet. And no reward for ethical behavior and integrity has been established, either. 工厂未建立商业道德行为规范的培训程序, 也未建立商业道德行为的奖励机制。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 70746] Audit Date: 30/11/2016 PA Score: B	Deadline date:01/12/2017
<u>Good practices</u>	
N/A	
<u>Areas of improvement</u>	
The overall observation shows that the auditee partially fulfills the requirement of this performance area. The factory established policy and procedure for ethical business. The factory identified the risk and provided training for employees, provided information in line with their activities. 总体观察显示工厂部分符合该执行领域的要求, 工厂建立了商业道德的政策和程序, 鉴别了主要风险, 给员工提供相关培训, 所提供的信息与实际运作一致。 <b>13.1 -</b> The auditee did not establish training procedure on Ethical Business Behaviour including corruption, bribery, falsified information or misrepresentation, fraud, embezzlement. The auditee did not establish the reward for ethical behavior and integrity. 工厂没有建立商业道德行为规范的培训程序, 工厂没有建立商业道德行为的奖励机制。	
<b>Remarks from Auditee</b>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	16/11/2017	112192	D	B	A	A	C	D	B	A	A	A	A	A	B	C
Full Audit	30/11/2016	70746	C	B	A	A	B	D	B	A	A	A	A	B	B	C



**Producer Photos**



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



Photo of fire safety equipment  
Fire alarm.JPG



Photo of the inside of the main production hall  
Occupational hazards warning sign.JPG



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



Photo of fire safety equipment  
Fire equipments.JPG



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



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



Photo of the canteen (if applicable)  
Canteen.JPG



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



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



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



Photo of the inside of the main production hall  
Temperature and humidity instrument.JPG



Photo first aid facilities  
First aid kit.JPG



Photo of non-conformity  
Electrical panels in No. 2 production building were not installed with inner covers.JPG



Photo of the inside of the main production hall  
Workers entertainment room.JPG





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



Photo of non-conformity  
Gas cylinders are not secured.JPG



Photo of the sanitary facilities  
Drinking water.JPG



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



Photo of non-conformity  
Improper evacuation plan.JPG



Photo of the sanitary facilities  
Toilet.JPG



Photo of fire safety equipment  
Evacuation route.JPG



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