
Auditee :	ZHEJIANG TIANJIE INDUSTRIAL CORP.
Audit Date From :	30/10/2019
Audit Date To :	31/10/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Lewis Ye(Lead)
Auditing Branch (if applicable) :	TUV Rheinland 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 ANo 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 CNo 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 DNo 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 :	ZHEJIANG TIANJIE INDUSTRIAL CORP.		
DBID number :	364847		
Audit ID :	165909		
Address :	Linglong Economic Development Zone, Lin'an, Hangzhou		
Province :	Zhejiang	Country :	China
Management Representative :	Pingyue SHUAI		
Contact person:	Pingyue SHUAI	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Coaxial Cables, PVC profiles		

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	<input type="checkbox"/> Small Producer
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 :	31/10/2020

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	A	D	A	A	A	A	A	A	A

Executive summary of audit report

ZHEJIANG TIANJIE INDUSTRIAL CORP. was located at Linglong Economic Development Zone, Lin'an, Hangzhou City, Zhejiang Province, China (中国浙江省杭州市临安玲珑经济开发区). The auditee was specialized in the manufacturing of coaxial cables and PVC profiles, the main production activities of coaxial cables included wire drawing, annealing, plasticating, extrusion molding, braiding, twisted-pair cable, sheathing, inspection and packing, the main production activities of PVC profiles included extrusion molding, cutting, inspection and packing, one auxiliary woodworking workshop manufactured wooden pallets which matched with their own products. As claimed by factory management that all production processes were completed in the factory and no process or products were subcontracted or contracted by other factories, no obvious peak season or low season existed in the factory.

The auditee located within independent physical boundary, the total land area occupied by the auditee was about 38000 square meters. There were 7 main buildings within the boundary and all buildings were owned by the auditee: one 5-storey (partial 3F) building was used as office; one 2-storey building was used as office in the past and idle since March 2019; three 1-storey buildings were used as production and warehouse (partial area about 300 square meters at west part of the 1-storey building in south side was used as kitchen and canteen); one 3-storey building was used as dormitory; one 4-storey building was under decorating (it would be used as production and warehouse latter).

During the audit, the factory management and sampled workers were cooperative. The factory management demonstrated a willingness to gradually improve all issues found during the audit. The workers expressed their positive attitude to the management.

PA1, PA2, PA5, PA6, PA7, PA10, PA12 and PA13 were followed in this audit; PA3, PA4, PA8, PA9 and PA11 were not rated in this follow up audit.

Performance area 2-Workers Involvement and Protection: The factory made management and workers to be aware of their rights and responsibilities and have sufficient competence by regular trainings and communications, the factory kept annual training plan and training records for review. Workers could express any suggestion or complaint through worker representative and leader directly or suggestion box without any retaliation.

Performance area 10-No Precarious Employment: All workers signed labor contracts with the factory within one month and a copy of labor contract was provided to each worker. No illegal employment was identified during the audit.

Performance area 13-Ethical Business Behaviour: The factory established procedure on business ethics and provided training to workers. The factory kept accurate information regarding its own activities.

Remark:

1.Auditor: Lewis Ye; APSCA registration number: 21701875.

2.Through document review, onsite observation, management and employee interview, no obvious change was noted in audit scope, such as product type, production processes, production areas and employees structure compared with previous full audit (PVC profiles missed in the product type of previous report; the production processes described in this report were more detailed than the previous report)

3. a)No contractor was used by the auditee, which makes the contractor license/permit not applicable; b)No agency was used by the auditee, which makes the agency labour contract not applicable; c)No government waiver such as Comprehensive Working Hours System waiver was obtained by the auditee, which makes the government waiver not applicable; d)No collective bargain agreements existed in the factory, which makes the collective bargain agreements not applicable.

Ratings Summary



Auditee's background information			
Auditee's name :	ZHEJIANG TIANJIE INDUSTRIAL CORP.	Legal status :	Limited 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 :	ceo@tianjiecable.com
City :	Hangzhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	www.tianjiecable.com
GPS coordinates :	N 30°12'21.56", E 119°40'22.76"	Total turnover (in Euros) :	53000000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	10.00
If other, please specify :		Production volume :	around 200000 kilometers per year
Product Group :	Electrical supplies	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Coaxial Cables, PVC profiles		

Auditee's employment structure at the time of the audit		
Total number of workers :	247	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	152	95
Temporary workers	0	0
In management positions	8	5
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	49	24
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	152	95
Production based workers	0	0
With shifts at night	80	50
Unionised	152	95
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 165909] Audit Date: 30/10/2019 PA Score: D

Deadline date:29/10/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

CSR management policies and procedures had been established by the factory, which was based on AMFORI BSCI Code of Conduct and relevant national laws. AMFORI BSCI code of conduct was posted on site. Mr. Pingyue SHUAI/Administration Manager was appointed as management representative and took whole charge of social accountability affairs in the factory. The factory conducted internal audit for social responsibility to improve their social performance in March 2019. In terms of management of business partners, the factory had established a qualified business partners list, the factory had good overview of the significant business partners and their level of aligning with AMFORI BSCI Code of conduct, for significant business partners, on-site assessment was conducted to evaluate their performance, they required significant business partners to sign the social responsibility commitment, AMFORI BSCI COC and TOI. As claimed by factory management that no subcontractor was used in the factory. However, gaps had been identified in implementation.

工厂依据AMFORI BSCI行为准则以及相关法规建立了社会责任政策和程序。AMFORI BSCI行为准则张贴在现场。行政经理帅平跃先生被任命为管理者代表统筹整个工厂的社会责任事务。工厂在2019年3月进行了内部的社会责任审核来提高社会责任绩效。在商业合作伙伴的管理方面，工厂建立了一份合格商业伙伴的名单，工厂对主要商业伙伴及其遵守AMFORI BSCI行为准则的水平有一个较好的理解，对于主要的商业伙伴，他们会现场评估商业伙伴的表现，他们要求主要商业伙伴签署社会责任承诺书、AMFORI BSCI行为准则和商业伙伴实施条款。管理层表示没有使用分包商。但是，发现企业在实施中仍存在与该执行领域要求之间的差距。

- 1.1 -** The factory had established management procedures to implement AMFORI BSCI Code of Conduct, but the procedures had not been implemented systematically. For example, the decent working hours had exceeded legal requirement systematically without suitable control mechanism, the factory did not establish long term goals to protect workers and etc. Through management interview, the factory had implemented AMFORI BSCI Code of Conduct several years, most requirements of AMFORI BSCI could effectively run. But due to current economic situation was not optimistic, recruitment was difficult, the cost of factory was very high and factory had lower profit margins, few performance areas could not be effectively implemented, such as overtime hours complied with legal requirement etc.
- 工厂建立了管理程序来实施AMFORI BSCI行为准则，然而未有效的实施。例如，体面的工作时间系统性地超过法规要求而无适当的控制机制，工厂没有建立保护员工的长期目标等。通过管理层访谈，工厂已经执行了AMFORI BSCI行为准则几年的时间，AMFORI BSCI的大部分要求可以有效运行。但由于当前经济形势不乐观，招工比较难，工厂成本较大以及工厂利润较低，少数绩效区域不能被有效执行，例如加班时间符合法规要求等。

- 1.4 -** The factory established production capacity assessment procedure. However, the factory didn't have a good capacity planning to meet the expectations of the delivery order, which led to the monthly overtime hours exceeded legal requirement. Through management interview, they understood the production rate and date of delivery, but the factory did not consider the compliance of workers' overtime-working hours during the production capacity planning, the factory did not hire enough employees or properly organize to meet the production requirement. They could not ensure workers' overtime hours in accordance with the law requirements when the factory could meet the requirements of the client orders continually.

工厂制定了生产能力评估程序，然而工厂没有一个完善的产能计划去完成预期的订单交货以致于月加班时间超过法规要求。根据管理人员访谈，他们清楚了解工厂生产效率和交货期，但工厂在产能规划期间未考虑员工加班工作时间的合规性，工厂未聘请足够的员工或更好地组织来满足生产的需求。工厂在产能持续满足客户订单需求的同时，无法确保工人的加班时间符合法规要求。

Remarks from Auditee:

None

Full Audit [Audit Id - 136942] Audit Date: 05/11/2018 PA Score: D

Deadline date:04/11/2019

Good practices

Areas of improvement

The factory established AMFORI BSCI procedure. The factory assigned Mr. Minhua Xu as AMFORI BSCI representative, Mr. Xiaolin Chen as EHS representative. The factory established business partner management procedure, provided the supplier assessment report and signed records of AMFORI BSCI and TOI for suppliers (for example, inner conductor material, outer conductor material, sheathing material, packaging material, etc.). 工厂建立了AMFORI BSCI程序。工厂任命许民华为AMFORI BSCI代表，陈晓霖为健康安全代表。工厂建立了商业合作伙伴管理程序，提供了供应商（比如内导体材料、外导体材料、护套材料、包装材料等）的社会责任评估报告和回签的AMFORI BSCI行为准则和商业伙伴专用实施条款。

- 1.1 -** The factory did not set up an effective management system to implement the AMFORI BSCI Code of Conduct. The factory established AMFORI BSCI procedure, but there was no system control in the working hours, deficiency in the management of occupational diseases, for example, no on-service and post-service occupational health examinations was provided to workers. Through management interview, the factory did not supervise implementation according to AMFORI BSCI requirements.

工厂没有建立有效的管理系统去执行AMFORI BSCI的行为准则。工厂建立了AMFORI BSCI程序，但是在工时方面缺乏系统管控，职业病管理方面存在不足，比如没有给员工提供岗中和离岗体检。管理层访谈得知，未按AMFORI BSCI要求去监督执行情况。

- 1.4 -** The factory established workforce capacity control procedure, but didn't have a good capacity planning which led to workers had excessive overtime work against the law for 3 months in the past 13 months. Through management interview, they would arrange overtime when the order was large.

工厂建立了产能控制程序，但没有完善的产能计划以致于员工在过去的13个月中有3个月都有超过法规要求的加班。管理层访谈得知，订单多的时候会安排加班。

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 165909] Audit Date: 30/10/2019 PA Score: C	Deadline date:29/04/2020
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> <div style="margin-top: 10px;"> <p>2.2 - The factory didn't define long term goals to protect workers according to AMFORI BSCI values and principles or its AMFORI BSCI performance, such as how to reduce overtime hours etc. 工厂没有根据AMFORI BSCI价值观和原则或其AMFORI BSCI表现去定义长期目标去保护员工，比如降低加班时间等。</p> <p>2.5 - The factory established the grievance mechanism. However, the factory did not carry out the regular satisfaction survey on grievance mechanism. Based on the grievance records review and workers interview, no grievance case reported in the past 12 months. The management representative confirmed the finding and would take corrective action for the finding as soon as possible. 工厂建立了申诉机制，但是工厂未对申诉机制进行定期的满意度调查。根据申诉记录检查和员工访谈，在过去12个月未有申诉案例汇报。管理者代表确认发现点并将尽快对发现点进行改善。</p> </div>	
<u>Remarks from Auditee:</u> None	
Full Audit [Audit Id - 136942] Audit Date: 05/11/2018 PA Score: B	Deadline date:04/12/2018
<u>Good practices</u>	
<u>Areas of improvement</u> <div style="margin-top: 10px;"> <p>Workers elected three worker representatives in May 2018 as a bridge of communication between workers and management, the records of election and meeting between worker representatives and managements were provided. New version AMFORI BSCI COC and poster were posted on bulletin board in the workshop. New recruits would take part in staff training. The factory provided all kinds of social responsibility training to all employees every year. The factory established written grievance mechanism. No complaint in the past one year. Workers could report concerns via suggestion boxes, worker representative, or supervisor communication. 员工在2018年5月自由选举了3个员工代表作为员工和管理层之间的沟通桥梁，提供了选举记录和员工代表与管理层的沟通记录。新版的AMFORI BSCI COC和海报张贴在车间公告栏内。新员工入职会参加员工培训，每年会不定期给所有员工提供社会责任方面的各种培训。工厂建立了申诉机制。过去一年没有申诉发生。员工可以通过意见箱，员工代表，或者向主管反映问题。</p> <p>2.2 - The factory did not establish long term goals to protect workers, including how to reduce overtime hours, providing on-service and post-service occupational health examinations and improvements of social insurance compliance. 工厂没有制定员工保护的长期目标，比如降低加班时间，提供岗中和离岗职业健康体检等。</p> </div>	
<u>Remarks from Auditee</u>	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 165909] Audit Date: 30/10/2019 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u>	
<u>AREAS OF IMPROVEMENT:</u>	
<u>Remarks from Auditee:</u>	
Full Audit [Audit Id - 136942] Audit Date: 05/11/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u> <div style="margin-top: 10px;"> <p>The factory established freedom of association and collective bargaining procedure. Workers elected worker representative by themselves. Workers were not suffered any retaliation for participating in election processes of worker representative or being the worker representative. No union existed in the factory. 工厂建立了自由结社及集体谈判程序。工人自由选举了员工代表。员工不会因为他们参加员工代表选举或成为员工代表而遭受报复。工厂没有建立工会。</p> </div>	
<u>Remarks from Auditee</u>	

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 165909] Audit Date: 30/10/2019 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u>	
<u>AREAS OF IMPROVEMENT:</u>	
<u>Remarks from Auditee:</u>	
Full Audit [Audit Id - 136942] Audit Date: 05/11/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The factory established non-discrimination procedure. Discrimination based on grounds of race, colour, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status was prohibited. Workers could appeal through the grievance mechanism if discrimination happened.</p> <p>工厂建立了反歧视程序。工厂不会因种族、肤色、年龄、性别、性取向、民族、疾病、怀孕、宗教、政治倾向、工会会员身份、婚姻状况而歧视员工。如果有歧视，可以通过申诉途径进行申诉。</p>	
<u>Remarks from Auditee</u>	

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 165909] Audit Date: 30/10/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Compensation and wage procedure was established to ensure that all workers had been paid at least minimum wages for regular working hours, legal required overtime premium for workers' overtime working, etc. The welfare policy included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Local legal minimum wage was RMB1800 per month equivalent to RMB 10.34 per hour (1800/21.75/8) since 1 December 2017. Payroll records from October 2018 to September 2019 were reviewed. Workers' wages were paid at hourly rate, the minimum wage paid to employees was RMB12.65 per hour, which was higher than the legal minimum wage. Workers' overtime work was paid as per legal requirement. No illegal deduction was made from workers' wage. As shown in the payroll, paid annual leave and paid holidays were provided. The factory provided different hourly rates to workers for different work posts. The whole calendar month was counted as a wage calculation cycle, and the corresponding wage was paid on 25th days of next month through bank transfer. The factory provided social insurance receipts from October 2018 to September 2019 for review, the factory had provided retirement insurance, medical insurance, unemployment insurance, child-bearing insurance and work-related injury insurance to 227 employees who could participate in social insurance, the 20 retirees hired to work again were provided with group commercial accident injury with one year validity (total 266 people participated in social insurance in September 2019, 19 people had resigned now, 20 people belonged to some management staffs' relatives purchased social insurance in the factory but did not work here). Corrective actions had been taken for below finding raised in the previous audit: (5.4) Fully corrected: the total wages earned by each worker were more than RMB 2700 per month in the three sampled months, which was higher than the calculated basic need wage RMB2211.18 per month, workers' wages were sufficient for decent living standard.

工厂建立了薪酬福利的程序文件以确保所有员工至少达到最低工资、法定加班工资等要求。福利政策包括带薪年假法定节假日、病假、年假、婚假、产假等假期。当地法定最低工资标准自2017年12月1日起为1800元每月等同于10.34元每小时（1800/21.75/8）。审核查看了2018年10月至2019年9月的工资记录。员工工资按时薪制计算，工厂支付给员工的最低工资是12.65元每小时，高于法定最低工资。员工的加班费按照法规支付。工厂未非法扣除工人的工资。工资记录显示工厂提供了带薪年假和法定假日给员工。工厂基于工种提供不同的计时工资给不同的工人。工资计算周期是一个完整自然月，相应的工资在下个月25日通过银行转账发放。工厂提供了2018年10月至2019年9月的社保凭证供审阅，工厂已给可以买社保的227名员工提供了养老、医疗、失业、生育和工伤保险，工厂给退休返聘名额的20名员工提供了一年的团体商业意外工伤险（2019年9月共266人参保，19人现在已经离职了，有属于一些管理层亲戚的20人在工厂购买社保但不在这里工作）。工厂对上次审核中发现的以下问题进行了整改：(5.4)完全改善：每位员工抽样3个月中获得的总工资均高于2700元每月，高于所计算的基本需求工资2211.18元每月，员工的工资足以达到体面生活水平。

Remarks from Auditee:

None

Full Audit [Audit Id - 136942] Audit Date: 05/11/2018 PA Score: B

Deadline date: 04/11/2019

Good practices

Areas of improvement

The factory established the wage and benefit procedure. The legal minimum wage was RMB1800/month(RMB10.34 per hour) since 1 December 2017 and RMB1530/month(RMB8.79 per hour) before 1 December 2017. Payrolls of 16 samples of different workshops, provinces and ages, etc. from October 2017 to September 2018 were reviewed randomly. The workers wages were calculated by hourly rate, the minimum wage paid to the workers was RMB12.65 per hour, which was above the legal minimum wage. The wage was paid by bank transfer on 25th of the next month. Overtime expense was fully paid. Paid holidays were provided. Termination pay was paid on time. Factory provided the social insurance receipts from October 2017 to September 2018. According to the social insurance platform records, the factory purchased the social insurance (injury insurance, retirement insurance, maternity insurance, unemployment insurance and medical insurance) for all workers. Through document review and workers interview, there was no fines in the factory.

工厂制定了工资福利程序。当地法定最低工资标准从2017年12月1日调整为RMB1800/月（RMB10.34/小时），2017年12月1日前为1530/月（RMB8.79/小时）。随机抽取了16名来自不同车间不同省份不同年龄等工人的2017年10月至2018年9月的工资记录。工厂实行时薪制，最低工资为每小时12.65元，高于法定最低工资标准。每月25号以银行转账的形式支付上一月的工资。加班费足额支付。带薪休假已提供。离职工资按时发放。工厂提供了2017年10月至2018年9月的社保缴费收据。社保平台记录显示工厂241个人都购买了社保，包括工伤保险，养老，生育，失业和医疗保险。通过文件查阅和员工访谈，没有发现罚款现象。

5.4 - The factory knew the local legal minimum wage, but did not calculate basic need wage.

工厂了解当地法定最低工资，但没有计算基本需求工资。

Remarks from Auditee

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 165909] Audit Date: 30/10/2019 PA Score: D

Deadline date:29/10/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory established working hour procedure and provided relevant training to workers. Electronic IC card attendance system was used to record the time in/out. The factory defined from Monday to Sunday as a week. Normal working hour was 8 hours per day and 5 days per week. Three shifts (07:30-15:30/15:30-23:30/23:30-07:30) were arranged for production workers and gate keepers, the shift turned once per week. One shift (08:00-11:30, 12:30-17:00) was arranged for office staffs. One shift (09:00-12:30, 13:30-18:00) was arranged for canteen staffs. Workers usually had 8 hours overtime working at Saturday. Attendance records from 1 October 2018 to 31 October 2019 were reviewed (the attendance records of October 2018 was only used for cross check the payroll of October 2018). Based on sample records, maximum 0 hour overtime per day, 8 hours overtime per week, 40 hours overtime per month and 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily. And workers had right to rest in resting breaks in every working day, such as go to toilet, drink water. However, gaps of overtime working hours had been identified in this PA.

工厂建立了工时的程序文件，并给员工提供了相关的培训。工厂用电子IC卡系统记录员工考勤。周一到周日为一个完整工作周。正常工作时间为每天8小时和每周5天。生产员工和门卫为3班工作制，工作时间是07:30-15:30/15:30-23:30/23:30-07:30，班次每周轮换一次。办公室员工均为1班工作制，工作时间是08:00-11:30, 12:30-17:00。食堂员工均为1班工作制，工作时间是09:00-12:30, 13:30-18:00。员工周六通常加班8小时。审核查看了自2018年10月1日至2019年10月31日的的考勤记录（2018年10月的考勤记录仅用于交叉验证相应的工资记录）。所抽取样本考勤中，最大日加班时间0小时，周加班8小时，月加班40小时，最长连续工作6天。访谈确认员工加班自愿。同时员工允许在工作时间获得必要的休息，如上洗手间，饮水等。但是，该项目发现企业在月加班时间的管控有不符合法规的地方。

- 6.2 -** Overtime hours exceeded the legal requirement. The management representative Mr. SHUAL stated that the factory established working hour rules, three shifts (8 hours per shift) were arranged for production employees, no overtime was conducted on weekdays, 8 hours' overtime was conducted on Saturday, Sunday was guaranteed as the rest day, so workers' overtime hours would exceed 36 hours in these months which had 5 Saturdays, but they did not control the overtime on the 5th Saturday. The interviewees stated that they conducted overtime work voluntarily. Based on the attendance records from 1 November 2018 to 31 October 2019, the maximum daily OT was 0 hour, workers' monthly overtime hours exceeded 36 hours in some months. Details of sampled 3 months as below: The overtime hours of 14 out of 14 selected employees exceeded 36 hours and were 40 hours in March 2019; The overtime hours of 14 out of 14 selected employees exceeded 36 hours and were 40 hours in August 2019; (Reference Law: PRC Labour Law article 41). The overtime hours of 14 out of 14 selected employees did not exceed 36 hours were 24 hours in September 2019; The maximum overtime hours from 1 October 2019 to 30 October 2019 was 24 hours.

加班时间超过法规要求。管理代表帅先生表示工厂有制定工时制度，生产员工安排了三个班次（每个班次8小时），正常工作日没有加班，周六加班8小时，周日休息，因此有5个周六的这些月份的加班时间会超过36小时，但他们没有控制第5个周六的加班。访谈的员工表示加班自愿。根据2018年11月1日至2019年10月31日的考勤记录发现，最大的日加班为0小时，员工的月加班在一些月份超过36小时。抽取的3个月的情况如下：14名抽取的员工中有14人在2019年03月的月加班时间超过36小时为40小时；14名抽取的员工中有14人在2019年08月的月加班时间超过36小时为40小时；（参考法律法规：中华人民共和国劳动法第41条）14名抽取的员工中有14人在2019年09月的月加班时间没有超过36小时为24小时；2019年10月1日至2019年10月30日的最大加班时间是24小时。

Remarks from Auditee:

None

Full Audit [Audit Id - 136942] Audit Date: 05/11/2018 PA Score: D

Deadline date:04/11/2019

Good practices

Areas of improvement

The factory established the policy of working hours. According to the policy and implementation records, workers worked 8 hours per day, 5 days per week. Working hour for canteen was: 09:00-12:30; 13:30-18:00. Working hour for office was: 08:00-11:30; 12:30-17:00. Working hour for workshop and guard was: 07:30-15:30, 15:30-23:30, 23:30-07:30. IC card attendance system was used to record the time in/out. For 16 workers' attendance records from 1 October 2017 to the audit day were reviewed. Maximum 0 hour overtime per day, 8 hours overtime per week, 40 hours overtime per month. Saturday was arranged as overtime, Sunday was guaranteed as the rest day. Through workers interview, they worked overtime voluntarily.

工厂制定了工时政策。员工每天上班8小时，每周5天。工厂食堂上班时间为：09:00-12:30; 13:30-18:00。办公室上班时间为：08:00-11:30; 12:30-17:00。车间和门卫为3班工作：07:30-15:30, 15:30-23:30, 23:30-07:30。工厂用IC卡考勤系统记录员工考勤。工厂提供了自2017年10月1日至审核当天的考勤记录供审核。抽取了16个样本。其中最大日加班时间0小时，最大周加班8小时，最大月加班40小时。星期六是安排加班，星期日休息。员工访谈得知，加班自愿。

- 6.2 -** The factory didn't have effective system to control its overtime work compliance and overtime exceeded. Through reviewing the attendance records from 1 October 2017 to the audit day, the overtime hours of some months exceeded 36 hours and maximum reached 40 hours. (1) Through reviewing the attendance records in September 2018, the monthly overtime hours of 16 out of 16 randomly selected employees were 40 hours; (2) Through reviewing the attendance records in March 2018, the monthly overtime hours of 16 out of 16 randomly selected employees were 40 hours; (3) Through reviewing the attendance records in December 2017, the monthly overtime hours of 16 out of 16 randomly selected employees were 40 hours. Reference law: PRC Labour Law article 41. Till to the audit day, the monthly overtime hours of 16 out of 16 randomly selected employees were 8 hours in November 2018. Through management interview, no written overtime limits policy, they would arrange overtime when the order was large. Through workers & workers representative interview, workers worked overtime voluntarily.

工厂没有有效的系统去控制加班且加班时间超时。通过查阅2017年10月1日至审核当天的考勤显示，有多个月的月加班时间都超过36小时，最高达到40小时。(1)通过查阅2018年9月，16名员工考勤显示，16名员工月加班40小时；(2)通过查阅2018年3月，16名员工考勤显示，16名员工月加班40小时；(3)通过查阅2017年12月，16名员工考勤显示，16名员工月加班40小时。参考法律法规：《中华人民共和国劳动法》第41条。至审核当天，16名员工考勤显示，16名员工2018年11月加班8小时。管理层访谈得知，工厂没有书面的加班限制，订单多的时候会安排加班。员工/员工代表访谈得知，加班自愿。

Remarks from Auditee

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 165909] Audit Date: 30/10/2019 PA Score: A

Deadline date:29/07/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The occupational health and safety procedures had established. An OHS committee was also established, the members received adequate trainings about OHS and had necessary skills & knowledge. OHS trainings were regularly provided to employees, such as evacuation and firefighting drill, basic first aid knowledge, chemical safety, equipment operation and etc. The factory identified risk assessment of occupational health safety according to various workshops. From the point of risk assessment, machinery safety risks were maximum risks in the factory, so they had set up relative prevention and improvement measures to above mentioned risks. For example, in the aspect of machinery safety, the factory had established relative safety operating procedures for work positions, warning signs were posted on the high risk machines, and they provided relative training for workers to keep watch risk of machinery safety. Based on site observation and workers interview, all workers had the safety awareness during operation. The factory established special appliances list and had systematic management for the validity of inspection reports and operator certificates. The electrician and welder had obtained licenses. The main chemicals used in the factory were ink, rosin water and ethanol etc., all chemicals were stored in secondary containers under the appropriate condition of temperature and humidity, MSDS were posted in workshop and chemical warehouse. Appropriate PPEs were freely provided to relevant workers. All of the wires and electrical facilities were maintained in good condition, electric facilities were inspected on monthly basis. Sufficient firefighting equipment such as fire extinguishers and fire hydrants were installed and inspected monthly. Evacuation routes were not blocked, all safety exits were kept open during working time, evacuation plans were posted throughout each workshop and understood by all interviewed workers. Fire alarms, emergency lights and exit signs were installed properly and inspected monthly. By testing onsite, fire hydrant, emergency light and fire alarm were effective. Adequate toilets and washing facilities were available in the production site. Clean drinkable water was available in workshops. Six qualified first aiders were available in the factory and covered all shifts, the first aid kits with adequate necessary supplies were provided to employees in production site. The factory established the work-related injury management procedure, the work-related injury record sheet and work-related injury research report were reviewed but no work-related injury happened in the past year. The canteen was clean and hygienic, the cooks had obtained health certificates, food business license of the canteen was provided for review. Free dormitory was provided to workers, the rooms were clean. No transportation was provided to workers. However, gaps had been identified in implementation. Corrective actions had taken for below findings raised in the previous audit: (7.1) Fully corrected: the factory had provided free on-service and post-service occupational diseases examination to the workers exposed to occupational hazardous factors, such as braiding workers and extrusion molding workers.

工厂建立了职业健康与安全的程序。工厂建立了职业健康安全委员会，委员会的成员接受了职业健康安全方面的充分培训并拥有必要的技能与知识。职业健康安全培训定期提供给了员工，包括疏散消防演习、基本的急救知识、化学品安全、机器设备的操作等。工厂根据不同的车间，识别了职业健康安全的风险评估。从风险评估来看，机械安全风险是工厂最大的风险，工厂因此针对了这些风险制定了相应的预防和改善措施。例如，在机械安全方面，工厂针对工作岗位制定了相应的安全操作规程，高风险的机械设备上张贴了警示标识，并且给员工提供了培训以防范这方面的风险。基于现场观察和员工访谈，所有员工在操作时具备安全的意识。工厂建立了特种设备清单，对检验报告和操作员证书的有效性进行了系统管理。电工和焊工有持证作业。工厂主要使用的化学品有油墨、松香水、乙醇等，所有的化学品配备了二次容器且存放在温湿度适宜的条件下，化学品安全说明书也张贴在车间和化学品仓库。合适的劳动防护用品免费提供给了相关员工。所有电线和电气设施都维护良好，电气设施每月检查一次。足够的消防设施如灭火器和消火栓已安装并每月进行检查。逃生路线未被堵塞，所有安全出口在上班期间保持打开，疏散图张贴在每个车间并能够被所有访谈的员工充分理解。警铃、应急灯与安全出口标识合理安装并每月进行检查。通过现场测试，消火栓、应急灯和警铃可正常使用。生产车间的卫生间和清洗设施充分满足员工的使用。干净的饮用水被提供在车间。工厂有6名具有资质的急救员涵盖了所有班次，配备足够药品的急救药箱提供在生产场所。工厂建立了工伤管理程序文件，通过工伤记录表和工伤分析报告，发现在过去一年没有工伤发生。食堂干净卫生，厨工获得了健康证，食堂的食品经营许可证提供了审阅。免费的宿舍提供给了员工，宿舍干净。工厂没有给员工提供交通设施。但是，发现企业在实施中仍存在与该执行领域要求之间的差距。工厂对上次审核中发现的以下问题点进行了整改：(7.1)完全改善：工厂已给接触职业危害因素的员工提供了免费的在岗和离岗职业病体检，比如编织和挤塑成型员工。

7.5 - The factory conducted two times evacuation and firefighting drills in February 2019 and August 2019, but the evacuation and firefighting drills were not documented with the number of workers who participated and evacuation time. Meanwhile, 3 shifts were arranged for production workers, the each evacuation drill only covered 1 shift's production workers, so not all production workers had participated in the evacuation drills. (The interviewed workers stated that they know how to use fire extinguisher or fire hydrant and how to escape in emergency)

工厂在2019年2月和2019年8月举行了两次疏散和消防演习，但疏散和消防演练记录未记录参加的人数和疏散时间。另外，生产员工为3班工作制，每次疏散演习仅包含了一个班次的生产员工，所以并不是所有生产工人都参与了疏散演习。（访谈的员工表示他们知道如何使用灭火器或消火栓以及在紧急情况下如何逃生）

7.8 - The emergency procedure and emergency contact and contact information were not posted in workshops, although the factory had established the emergency procedure and provided relevant training to the workers. The interviewed workers stated they usually asked the workshop director or administration department for help in emergency.

应急处理程序以及紧急联系人和联系方式没有张贴在车间，尽管工厂已建立应急处理程序并给员工提供了相应培训。访谈的员工表示在紧急情况下他们一般向车间主管或行政部寻求帮助。

7.11 - The factory did not provide the fire safety documentation/report and building structure safety documentation/report for one 2-storey building (construction area was about 400 square meters, constructed in 2000 year), one 3-storey building (construction area was about 450 square meters, constructed in 2000 year) and one 1-storey building (construction area was about 7500 square meters, constructed in 2000 year). Reference law: PRC Fire Prevention Law article 13 and PRC Construction Law Article 61. (Remark: the factory did not provide written document to certify building's accurate age and area).

工厂没有一幅2层建筑（建筑面积约400平米，竣工于2000年），一幅3层建筑（建筑面积约450平米，竣工于2000年）和一幅1层建筑（建筑面积约7500平米，竣工于2000年）的消防安全证明/报告以及建筑结构安全证明/报告。参考法律法规：《中华人民共和国消防法》第13条和《中华人民共和国建筑法》第61条。（备注：工厂无法提供书面的文件来证明建筑物准确的年代和面积）

7.17 - The factory established the procedure on equipment management and appointed the person to maintain. However, due to inspection negligence, the grappling hook of travelling crane was missing its protective hasp in wire drawing workshop. Reference law: The General Design Principles for the Safety and Sanitation of Production Devices, Article 6.1.4.

工厂建立了设备管理制度和任命人员去维护保养，但是由于检查疏忽，拉丝车间行车的挂钩缺少防护搭扣。参考法律法规：生产设备安全卫生设计总则第6.1.4条。

Remarks from Auditee:

None

Full Audit [Audit Id - 136942] Audit Date: 05/11/2018 PA Score: A

Deadline date:04/02/2019

Good practices

Areas of improvement

<p>The factory established health safety procedure. Health and safety committee with the worker representative was involved had been set up and carried out risk assessments for healthy, safety and hygienic working conditions. The preventive measures was carried out according to the risk assessment. In training, the factory provided EHS training to the workers, for example, PPE, fire drill twice per year(workshop, shift, dormitory and canteen area), etc. In occupational disease, the factory provided PPE to the workers in braiding, extrusion moulding, etc. workshop free of charge, occupation hazard notification card was posted in printing workshop and the relevant occupational hazards was notified, etc. In equipment, the factory set up the safety rules of machines, machines were maintained by competent personnel regularly, regular inspection reports of cargo lift and forklift were provided, etc. In chemical, anti-leakage factory was equipped for chemicals, MSDS was posted, eye washer was equipped, etc. In emergency, the factory had some first aiders, equipped first aid kits in workshops, signed first aid agreement with hospital near by, work-related Injury Record Sheet was reviewed but no work-related injury happened during the last year, etc. In safety, fire hydrant, fire alarm and emergency light were installed in each workshop, evacuation plans were posted, fire exit sign and emergency lights were installed in exit, all aisles and exits were not blocked, etc. In architecture, the structure was safety with enough lighting work environment. In hygiene, drinking water and toilet were provided to workers, the condition of canteen was good, the food business license and health safety certificate were available, dormitory was provided to workers free of charge. No transportation was available.</p>	<p>工厂建立了健康安全程序。组建了有员工代表参与的健康安全委员会，对健康、安全和工作条件进行了风险评估。针对风险评估做了相应的预防。在培训方面，给员工提供了健康安全方面的培训，比如PPE，一年两次的消防演习（车间、班次、宿舍和食堂区域）等；在职业病保护方面，给编织、挤塑等工序的员工提供了免费的劳保用品，张贴了职业危害告知卡，告知了相关的职业危害等；在设备安全方面，制定了设备的安全操作规程，定期进行设备维护，电梯、叉车有年检报告等；在化学品方面，在化学品区域设置了防泄漏措施，张贴了MSDS，配备了洗眼器等；在急救方面，配备了多名急救员，给车间配置了急救药箱，并和附近医院签订了急救协议，工伤记录显示过去一年内无员工发生工伤等；在消防安全方面，给每个车间都配备了消防栓、警铃和应急灯等消防设备，张贴了疏散图，安全出口安装了出口标识和应急灯，通道保持畅通等；在建筑方面，厂房结构安全，有足够的照明工作环境；在卫生方面，提供干净饮用水和厕所给工人，食堂卫生条件良好，办理了食品经营许可证和健康证，给员工提供了免费的宿舍。但是没有班车。</p>
<p>7.1 - No on-service or post-service occupational diseases examination for workers exposed to occupational hazards, for example, workers exposed to noise in braiding process, dust in extrusion moulding process. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35. Only pre-job occupational diseases examination was available.</p>	<p>工厂未能提供职业病危害工种的员工的在岗和离岗体检报告。比如编织工序接触噪音，挤塑工序接触烟尘的员工等。参考法律法规：《中华人民共和国职业病防治法》第三十五条。工厂只提供了岗前体检。</p>
<p>7.8 - The emergency procedures and emergency contacts and contact persons were not posted in the workshop. The factory established the emergency procedure, provided emergency training to the workers. Interviewed workers knew how to escape in the emergency situation.</p>	<p>事故应急处理程序以及紧急联系人和联系方式没有张贴在车间现场。工厂建立了应急处理程序，给员工提供了应急培训，访谈的员工知道下紧急情况如何逃生。</p>
<p>7.11 - 1. The factory did not provide building construction completion inspection for one 2-storey buildings(constructed in 2000, about 400 square meters) and one 3-storey buildings(constructed in 2000, about 450 square meters), one 1-storey building(constructed in 2000, about 7500 square meters). Reference law: PRC Construction Law Article 61. 2.The factory did not provide fire inspection report or record for one 2-storey buildings(constructed in 2000, about 400 square meters) and one 3-storey buildings(constructed in 2000, about 450 square meters), one 1-storey building(constructed in 2000, about 7500 square meters. Reference law: PRC Fire Prevention Law article 11.</p>	<p>1.未提供一栋两层（于2000年竣工，大约400平方米），一栋三层（于2000年竣工，大约450平方米）和一栋一层（于2000年竣工，大约7500平方米）的建筑竣工验收报告。参考法律法规：《中华人民共和国建筑法》第六十一条。2.未提供一栋两层（于2000年竣工，大约400平方米），一栋三层（于2000年竣工，大约450平方米）和一栋一层（于2000年竣工，大约7500平方米）建筑的消防验收或消防备案。参考法律法规：《中华人民共和国消防法》第十一条。</p>
<p><u>Remarks from Auditee</u></p>	
<p>Performance Area 8 : No Child Labour</p>	
<p>1- Followup Audit [Audit Id - 165909] Audit Date: 30/10/2019 PA Score: A Deadline date:</p>	
<p>GOOD PRACTICES:</p>	
<p>AREAS OF IMPROVEMENT:</p>	
<p><u>Remarks from Auditee:</u></p>	
<p>Full Audit [Audit Id - 136942] Audit Date: 05/11/2018 PA Score: A Deadline date:</p>	
<p><u>Good practices</u></p>	
<p><u>Areas of improvement</u></p>	
<p>The factory established procedure regarding prohibition child labor. Through workers & management interview and roster review, no child labor was used in the factory. Although no child labor was used, the factory still established remediation measure in case of misuse of child labor.</p> <p>工厂建立了禁止使用童工的程序。通过员工和管理层访谈以及核对花名册，没有发现企业使用童工。虽然没有使用童工，工厂还是建立了童工拯救措施以防误用童工。</p>	
<p><u>Remarks from Auditee</u></p>	

Performance Area 9 : Special protection for young workers

1- Followup Audit [Audit Id - 165909] Audit Date: 30/10/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Full Audit [Audit Id - 136942] Audit Date: 05/11/2018 PA Score: A

Deadline date:

Good practices

Areas of improvement

The factory established the procedure for protecting young worker. Through document review, site observation and workers interview, there was no young worker in the factory. The risk assessment for young worker was conducted although the factory did not employ any young worker.

工厂建立了未成年工保护程序。通过文件审阅，现场走访和员工访谈，没有发现未成年工。虽然工厂没有聘用未成年工，工厂还是进行了有关未成年工的风险评估。

Remarks from Auditee

Performance Area 10 : No Precarious Employment

1- Followup Audit [Audit Id - 165909] Audit Date: 30/10/2019 PA Score: A

Deadline date:29/07/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

10.2 - It was noted that occupational disease might result in the work process of some employees in the factory (e.g. employees exposed to noise in braiding workshop, employees exposed to dust and noise in plasticating workshop). However, the facts, harmful effects, consequences, protective measures and necessary treatment of occupational diseases were neither communicated to relevant employees nor indicated in their employment contracts. Reference law: Article 33 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.

工厂的一些工作过程有可能产生职业病（例如：编织车间接触噪音的员工，炼塑车间接触粉尘和噪音的员工）。但是工厂并没有与员工沟通可能会产生职业病的危害及其后果、职业病防护措施和待遇等，也没有在劳动合同中写明。参考法规：《中华人民共和国职业病防治法》第33条。

Remarks from Auditee:

None

Full Audit [Audit Id - 136942] Audit Date: 05/11/2018 PA Score: A

Deadline date:04/12/2018

Good practices

Areas of improvement

The factory established the recruitment procedure. Workers signed labor contract when recruitment, one copy was kept by themselves. Employees with more than ten years or consecutive signing of three contracts have signed long-term labor contract. Workers knew the content, for example, working hour, wage and benefits, job requirements, etc. No temporary or dispatched workers was used in the factory.

工厂建立了招聘程序。员工入职时都与工厂签署了劳动合同，双方各保留一份。十年以上或者连续签定三次合同的员工都签署了无固定期限合同。员工了解劳动合同，比如工作时间、工资福利、岗位要求等。公司未使用临时工或派遣工。

10.2 - Noise disease hazards factors existed in braiding process, dust existed in extrusion moulding process, etc. But there was no harmful and consequences and protective measures and treatment of occupational diseases in employment contracts. Reference Law: Article 33 of Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2017 Amendment).

编织工序产生噪音职业危害，挤塑工序产生烟尘职业危害等，但是工厂没有在劳动合同中写明可能会产生职业病的危害及其后果、职业病防护措施和待遇等。参考法律法规：中华人民共和国职业病防治法（2017修正）第三十三条。

Remarks from Auditee

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 165909] Audit Date: 30/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 136942] Audit Date: 05/11/2018 PA Score: A	
Deadline date:	
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The factory established forbidden bonded labor procedure. The factory did not withheld employee ID or receive deposit. There was no restriction for workers' movement, workers could access to drinking water and toilet facilities as they desired and left the factory freely when shift end. Workers were not subject to inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse according to interviewed workers.</p> <p>工厂建立了禁止强迫劳动的程序。工厂没有扣留员工身份证件或收取押金。也没有限制个人行动自由，在上班期间工人可以自由上厕所和去喝水。下班后工人可以自由离开工厂。受访员工表示未受到任何非人道待遇，以及体罚，精神及身体虐待和语言辱骂等。</p>	
Remarks from Auditee	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 165909] Audit Date: 30/10/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
None	
AREAS OF IMPROVEMENT:	
<p>The factory established environment protection policy and identified relevant environmental factors. The factory had obtained the EIA report form and approval, environmental protection acceptance check report and discharge permit (Certificate No.:330185400283-283, issued by Hangzhou City Lin'an District Environment Protective Bureau, valid form 3 April 2019 to 2 April 2020). The hazardous wastes such as waste chemical containers were submitted to the qualified units for disposal. Waste air and noise monitoring report was provided for review, which discharged according to legal law requirement. The cooling water for production equipment was reused by internal circulation. The sanitary wastewater discharged through the municipal sewage pipe. The factory regularly conducted training of protection of the environment to all workers to ensure worker had a good understood for protection of the environment. Corrective actions had taken for below finding raised in the previous audit: (12.1)Fully corrected: the factory compiled the environmental protection acceptance check monitoring report, and organized expert group for acceptance in November 2018, which was accepted.</p> <p>工厂建立了环境保护的政策，并识别相关的环境因素。工厂已经取得环评报告表和批复、环境竣工保护验收报告和排污许可证（编号：330185400283-283，由杭州市临安区环境保护局发放，有效期从2019年4月3日到2020年4月2日）。工厂的危险废弃物如废化学品容器委托给了具备资质的单位进行处理。废气和噪音监测报告提供了审阅，符合法规排放。生产设备的冷却水内部循环使用。生活废水通过市政污水管道排放。工厂定期对所有员工进行环境保护的培训来确保员工对环境保护有很好的认知。工厂对上次审核中发现的问题点进行了整改：(12.1) 完全改善：工厂编制了环境竣工保护验收监测报告，并在2018年11月组织了专家组进行验收，验收合格。</p>	
Remarks from Auditee:	
None	
Full Audit [Audit Id - 136942] Audit Date: 05/11/2018 PA Score: A	
Deadline date:04/02/2019	
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The factory established the environment management procedure, Mr. Minhua Xu was responsible for environmental management. Risk assessment was conducted and environmental laws was collected and updated. The factory compiled the environmental impact report, Factory obtained EIA approval of annual production of 6000 tons cable material and 100 million kilometers cable item by Lin'an Environment Protection Bureau. Waste air and noise level monitoring report were provided for review. The factory got the Pollutant Discharge Permit(330185400283-283) by Hangzhou Lin'an Environment Protection Bureau, the period of validity from 15 March 2018 to 14 March 2019. The factory invested for the pollution treatment devices such as waste air collector for extrusion moulding process. The production water was reused by internal circulation. There was no industrial wastewater discharge. The sanitary wastewater discharged through the municipal sewage pipe. Solid waste was handled by the sanitation department. The factory also established energy saving plan to reduce the consumption of water and electricity.</p> <p>工厂建立了环境管理程序，许民华为环境管理负责人，开展了环境的风险评估，收集和更新了环境的法律法规。工厂编制了环境影响报告表，取得了临安市环境保护局的年产6000吨电缆料、10万公里电缆项目的环评批复。提供了废气和噪音监测报告以供审核。工厂取得了杭州临安环保局的污染物排放许可证(330185400283-283)，有效期2018年3月15日至2019年3月14日。工厂投资了一些污染防治措施，如挤塑工序的废气收集等。生产用水是内循环重复利用的。没有工业废水排放。生活废水通过市政污水管道排放。固废垃圾由环卫部分统一处理。工厂也建立了能源降耗计划，以减少水和电的消耗。</p>	
<p>12.1 - The factory did not provided the environmental protection acceptance check report for their completed construction project. Reference law: Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17.</p> <p>工厂没有提供建设项目竣工环境保护验收报告。参考法律法规：《建设项目竣工环境保护验收管理办法》第十七条。</p>	
Remarks from Auditee	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 165909] Audit Date: 30/10/2019 PA Score: A	Deadline date:29/03/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: 13.4 - The factory did not establish the information safety management procedure for employees, suppliers and stakeholders. Through workers interview, no personal information was leaked in the past year. 工厂没有针对员工、供应商以及利益相关方制订信息安全管理程序。通过员工访谈，在过去一年内没有发生个人信息泄漏的情况。	
Remarks from Auditee: None	
Full Audit [Audit Id - 136942] Audit Date: 05/11/2018 PA Score: A	Deadline date:04/12/2018
<u>Good practices</u>	
<u>Areas of improvement</u> <p>The factory established the ethical business behaviour procedure and the potential risk assessment was conducted. Relevant training about ethical business behaviour was provided for all employees. Suppliers and workers who would be involved in corruption signed the anti-bribery commitment. No inconsistencies in working hours and wages after checking the data on site. The factory had set up the information safety management procedure to prevent the leakage of stakeholders' information.</p> <p>工厂建立了商业道德的程序并进行了风险评估。给所有员工进行了商业道德的培训。供应商和可能涉及到腐败的员工都签订了反腐败承诺。通过核对现场资料，没有发现工时工资的不一致。工厂建立了信息安全管理程序防止泄漏利益相关方的信息。</p> 13.4 - The factory did not establish the information safety management procedure for employees, suppliers and stakeholders. Through workers interview, no personal information was leaked during the last year. 工厂没有针对员工和供应商以及利益相关方制订信息安全管理程序。员工访谈得知，在过去一年内没有发生个人信息泄漏的情况。	
<u>Remarks from Auditee</u>	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	30/10/2019	165909	D	C	A	A	A	D	A	A	A	A	A	A	A	C
Full Audit	05/11/2018	136942	D	B	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



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



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



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



External photo(s) of the production unit(s)
4.Two 1-storey production buildings.JPG



External photo(s) of the production unit(s)
5.One 1-storey production building.JPG



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



External photo(s) of the production unit(s)
7.One 4-storey building was under decorating.JPG



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



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



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



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



Photo of the inside of the main production hall
Extrusion molding-1.JPG



Photo of the inside of the main production hall
Extrusion molding-2.JPG



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



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



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



Photo of the inside of the main production hall
PVC profiles-cutting.JPG



Photo of the inside of the main production hall
PVC profiles-extrusion molding.JPG



Photo of the inside of the main production hall
PVC profiles-packing.JPG



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



Photo of the inside of the main production hall
Standard operation procedure.JPG



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



Photo of the inside of the main production hall
Twisted-pair cable.JPG



Photo of the inside of the main production hall
Warning sign.JPG



Photo of the inside of the main production hall
Wire drawing-1.JPG



Photo of the inside of the main production hall
Wire drawing-2.JPG



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



Photo of fire safety equipment
Emergency light and exit sign.JPG



Photo of fire safety equipment
Emergency light testing.JPG



Photo of fire safety equipment
Evacuation plan.JPG



Photo of fire safety equipment
Fire alarm.JPG



Photo of fire safety equipment
Fire extinguisher pressure was OK.JPG



Photo of fire safety equipment
Fire hydrant and fire extinguisher.JPG



Photo of fire safety equipment
Fire hydrant testing.JPG



Photo first aid facilities
First aid kit.JPG



Photo of the sanitary facilities
Drinking water.JPG



Photo of the sanitary facilities
Toilet.JPG



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the canteen (if applicable)
Kitchen.JPG



Photo of the dormitories (if applicable)
Bedroom.JPG



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



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



Photo of non-conformity
NC-10.2 no occupational hazards notification was indicated
in the labour contract.JPG

日期	品名	单位	来源	HS01	HS02	记录 1	平均价格	记录 2
2009-03-01	*** Wheat	2	10000	07-01	07-01	0	0	0
2009-03-01	*** Wheat	2	10000	07-02	07-02	0	0	0
2009-03-01	*** Wheat	2	10000	07-03	07-03	0	0	0
2009-03-01	*** Wheat	2	10000	07-04	07-04	0	0	0
2009-03-01	*** Wheat	2	10000	07-05	07-05	0	0	0
2009-03-01	*** Wheat	2	10000	07-06	07-06	0	0	0
2009-03-01	*** Wheat	2	10000	07-07	07-07	0	0	0
2009-03-01	*** Wheat	2	10000	07-08	07-08	0	0	0
2009-03-01	*** Wheat	2	10000	07-09	07-09	0	0	0
2009-03-01	*** Wheat	2	10000	07-10	07-10	0	0	0
2009-03-01	*** Wheat	2	10000	07-11	07-11	0	0	0
2009-03-01	*** Wheat	2	10000	07-12	07-12	0	0	0
2009-03-01	*** Wheat	2	10000	07-13	07-13	0	0	0
2009-03-01	*** Wheat	2	10000	07-14	07-14	0	0	0
2009-03-01	*** Wheat	2	10000	07-15	07-15	0	0	0
2009-03-01	*** Wheat	2	10000	07-16	07-16	0	0	0
2009-03-01	*** Wheat	2	10000	07-17	07-17	0	0	0
2009-03-01	*** Wheat	2	10000	07-18	07-18	0	0	0
2009-03-01	*** Wheat	2	10000	07-19	07-19	0	0	0
2009-03-01	*** Wheat	2	10000	07-20	07-20	0	0	0
2009-03-01	*** Wheat	2	10000	07-21	07-21	0	0	0
2009-03-01	*** Wheat	2	10000	07-22	07-22	0	0	0
2009-03-01	*** Wheat	2	10000	07-23	07-23	0	0	0
2009-03-01	*** Wheat	2	10000	07-24	07-24	0	0	0
2009-03-01	*** Wheat	2	10000	07-25	07-25	0	0	0
2009-03-01	*** Wheat	2	10000	07-26	07-26	0	0	0
2009-03-01	*** Wheat	2	10000	07-27	07-27	0	0	0
2009-03-01	*** Wheat	2	10000	07-28	07-28	0	0	0
2009-03-01	*** Wheat	2	10000	07-29	07-29	0	0	0
2009-03-01	*** Wheat	2	10000	07-30	07-30	0	0	0
2009-03-01	*** Wheat	2	10000	07-31	07-31	0	0	0
2009-03-01	*** Wheat	2	10000	07-32	07-32	0	0	0
2009-03-01	*** Wheat	2	10000	07-33	07-33	0	0	0
2009-03-01	*** Wheat	2	10000	07-34	07-34	0	0	0
2009-03-01	*** Wheat	2	10000	07-35	07-35	0	0	0
2009-03-01	*** Wheat	2	10000	07-36	07-36	0	0	0
2009-03-01	*** Wheat	2	10000	07-37	07-37	0	0	0
2009-03-01	*** Wheat	2	10000	07-38	07-38	0	0	0
2009-03-01	*** Wheat	2	10000	07-39	07-39	0	0	0
2009-03-01	*** Wheat	2	10000	07-40	07-40	0	0	0
2009-03-01	*** Wheat	2	10000	07-41	07-41	0	0	0
2009-03-01	*** Wheat	2	10000	07-42	07-42	0	0	0
2009-03-01	*** Wheat	2	10000	07-43	07-43	0	0	0
2009-03-01	*** Wheat	2	10000	07-44	07-44	0	0	0
2009-03-01	*** Wheat	2	10000	07-45	07-45	0	0	0
2009-03-01	*** Wheat	2	10000	07-46	07-46	0	0	0
2009-03-01	*** Wheat	2	10000	07-47	07-47	0	0	0
2009-03-01	*** Wheat	2	10000	07-48	07-48	0	0	0
2009-03-01	*** Wheat	2	10000	07-49	07-49	0	0	0

Photo of non-conformity
NC-6.2 monthly overtime exceeded 36 hours.PNG

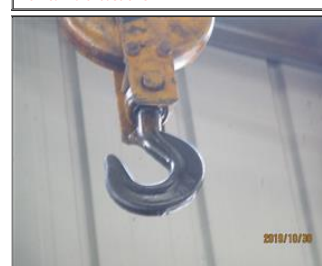


Photo of non-conformity
NC-7.17 no protective hasp.JPG



Photo of the code of conduct on display
amfori BSCI COC displayed.JPG