
Auditee :	ShanTou BeiBe Good Toys Co.,Ltd
Audit Date From :	05/06/2019
Audit Date To :	05/06/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Alexander Wang(Lead)
Auditing Branch (if applicable) :	Intertek South China - Shenzhen



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Rating Definitions 

Rating	A combination of ratings per Performance Area where:	Consequence
A Very Good	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated A No Performance Areas rated C, D or E These are three examples: A B B B A A A A A A A B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
B Good	<ul style="list-style-type: none"> Maximum 3 Performance Areas rated C No Performance Areas rated D or E These are three examples: 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.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E These are three examples: 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 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.
D Insufficient	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E These are three examples: 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 E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E These are three examples: 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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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 :	ShanTou BeiBe Good Toys Co.,Ltd		
DBID number :	381215		
Audit ID :	153442		
Address :	Xingda Industrial Area, Toufen Community, Fengxiang Street, Chenghai District Shantou		
Province :	Guangdong	Country :	China
Management Representative :	Mr Wei Yingxi		
Contact person:	Yingxi Wei	Sector :	Non-Food
Industry Type :	Toys and Games	Product group :	toys
Product Type :	Play house toys		

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 : 05/06/2020	

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

Executive summary of audit report

ShanTou BeiBe Good Toys Co., Ltd (business license # 91440515MA4UM79R90) was located at Xingda Industrial Area, Toufen Community, Fengxiang Street, Chenghai District, Shantou City, Guangdong Province, China. This was a private company. The total land area occupied by the facility was about 1,280 m2. They have started their operation at the existing location since February 2016.

A total of 40 employees including 25 female employees and 15 male employees are currently working in the facility. The facility occupied 3-7/F of one 12-storey building as production floor, warehouse and office. No dormitory, canteen and kitchen was provided for employees.

The main product manufactured by the facility covered play house toys. The main production processes were listed as follows: Assembly, inspection and packing. The production capacity was 80,000 pieces per month.

Attendance records from 26 June 2018 to 5 June 2019 (audit day) were reviewed in this audit. All employees worked for 40 hours and 5 days per week; The employees worked in 1 shift which was 8:00-11:30 and 13:30-18:00. Face print attendance System was used for time keeping and employees should print their face when they went in and out the workshop. As per facility management interview, the peak season was not obvious.

Payroll records from June 2018 to April 2019 were reviewed in this audit. All employees' wages were calculated on hourly-rated basis. The lowest basic wages were RMB1600 per month, which was higher than the local law's requirement. For overtime wages, 150%, 200% and 300% of basic wages were paid to employees for their overtime hours on workdays, rest days and public holidays respectively. Employees were paid by cash on or before 15th of each month after the previous wage calculation cycle.

This is a follow-up audit and no finding was noted in previous audit for Performance areas of PA3, PA4, PA8, PA9, PA10, PA11 and PA12, so these Performance areas were not audited and all checkpoints were rated as Not Rated.

Remarks: 1. The Contractor license/permit, Government waivers, Agency labour contract, Collective bargaining agreements was not applicable at the facility. Thus there was no relevant picture uploaded in the report. Also the environmental protecting documents were not reviewed as this was a follow up audit. Thus there was no relevant picture uploaded in the report.

2. APSCA Registration number for Alexander Wang: RA21703602.

3. Through on site observation, document review, management and employees' interview, it indicated that there were other companies shared the same building on different floors. 1/F was used as parking, 2&8/F occupied by Shantou Balody Toys Co.,Ltd mainly for producing plastic toys.9/F occupied by QIZE Trading Co.,Ltd and 10/F occupied by Shantou Yi Jia Ma Sewater Co.,Ltd. 11-12/F was used by the owner. All these companies obtained its own business licenses, production floors, manpower and management system, etc. so these facilities were not covered in this audit.

Ratings Summary



Auditee's background information			
Auditee's name :	ShanTou BeiBe Good Toys Co.,Ltd	Legal status :	Limited Company
Local Name :	汕头市贝比谷玩具有限公司(统一社会信用代码:91440515MA4UM79R90)	Year in which the auditee was founded :	2016
Address :	Xingda Industrial Area, Toufen Community, Fengxiang Street, Chenghai District	Contact person (please select) :	Yingxi Wei
Province :	Guangdong	Contact's Email :	2881931777@qq.com
City :	Shantou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Nil
Country :	China	Website of auditee (if applicable) :	Nil
GPS coordinates :	E116.822487,N23.440539	Total turnover (in Euros) :	2620000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Toys and Games	Of which domestic market % :	0.00
If other, please specify :		Production volume :	80000 pieces per month
Product Group :	toys	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Play house toys		

Auditee's employment structure at the time of the audit			
Total number of workers :	40	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	15	25	
Temporary workers	0	0	
In management positions	3	3	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	15	25	
Production based workers	0	0	
With shifts at night	0	0	
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 - 153442] Audit Date: 05/06/2019 PA Score: D

Deadline date:05/09/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The facility had set up a management system according to the BSCI Code of Conduct, and had appointed a senior manager to ensure that the BSCI values and principles are followed in a satisfactory manner. Furthermore, the facility communicated this Code to all employees by various training and bulletin board and to their suppliers by training. However, gaps were identified in this performance area, please refer to relevant checkpoint for details.

工厂有根据BSCI行为守则建立管理体系, 有委派高级经理以确保充分遵循BSCI价值和原则要求, 并且有通过各种培训和公告将此行为守则传达给员工和供应商. 但是, 在此部分有发现缺陷, 具体参考相关的检查点。

1.1 - New finding. As per document review, factory tour, worker and worker representative and management interview, it was found that BSCI new Code was not carried out effectively, which resulted in the issues on management system, working hour, Remuneration, H&S, etc. Law/ COC: In accordance with BSCI COC, the facility should set up an effective management system to implement the amfori BSCI COC.
新不符项. 根据文件审核, 现场走厂, 员工和员工代表面谈和管理层面谈, 发现被审核方(生产商) BSCI新准则未得到有效执行, 以致于工厂在管理系统、工时、福利以及健康安全等有问题. 法律/客户行为守则: 工厂应根据BSCI的要求建立及执行有效的管理体系。

1.4 - The finding had not been corrected during this audit. As per document review, worker and worker representative and management interview, the facility had set up the workforce planning to reduce the overtime, however, the workforce planning was not effective, because most sampled employees worked overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. In accordance with BSCI 1.4 requirement, the facility should set up effective workforce planning that allows the auditee to reduce overtime in compliance with local law.
此不符项没有改善. 根据文件审核, 员工和员工代表面谈和管理层面谈, 企业有建立人力资源加班时间的控制计划, 但是此计划没有有效地实施, 因为大部分抽取的员工加班时间超过当地法规要求. 具体参考检查点6.2. 依据BSCI 1.4的要求, 企业应建立有效的人力资源加班时间的控制计划, 确保加班时间符合当地法规要求。

Remarks from Auditee:

Nil

Full Audit [Audit Id - 127216] Audit Date: 25/06/2018 PA Score: C

Deadline date:25/09/2018

Good practices

None observed

Areas of improvement

The auditee had set up a management system to implement the BSCI Code of Conduct, and had appointed one manager as management representative to ensure that the BSCI values and principles are followed in a satisfactory manner. This Code was communicated to all employees through posting in bulletin board and internal training. In addition, the auditee had established a policy and procedure to select the current and future significant business partners based on their social compliance performance. The significant business partner's written commitment to comply with BSCI code and onsite monitoring report had also been provided for review. However, gap was also identified in implementation. Please refer to relevant checkpoints for details.

企业有建立执行BSCI行为守则的管理体系, 并指派一名经理作为管理者代表以确保充分遵循BSCI价值和原则要求. 此行为守则通过张贴公告和内部培训的方式传达给员工. 此外企业有建立政策和程序, 基于商业伙伴的社会责任的表现来选择现有的和潜在的商业伙伴, 并提供了相关商业伙伴遵守BSCI的书面承诺与现场评估的记录供审核. 然而, 企业在该领域的实施也存在缺陷之处, 详细情况请详见相应的问题点。

1.4 - As per document review, worker and worker representative and management interview, the facility had set up the workforce planning to reduce the overtime, however, the workforce planning was not effective, because all sampled employees worked overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. In accordance with BSCI 1.4 requirement, the facility should set up effective workforce planning that allows the auditee to reduce overtime in compliance with local law.

根据文件审核, 员工和员工代表面谈和管理层面谈, 企业有建立人力资源加班时间的控制计划, 但是此计划没有有效地实施, 因为所有抽取的员工加班时间超过当地法规要求. 具体参考检查点6.2. 依据BSCI 1.4的要求, 企业应建立有效的人力资源加班时间的控制计划, 确保加班时间符合当地法规要求。

Remarks from Auditee

None

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 153442] Audit Date: 05/06/2019 PA Score: B	Deadline date:05/09/2019
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The facility posted amfori BSCI Code of Conduct in notice board for employees reading, and the facility also provided regular training on right and obligation and general social compliance requirement to employees and management. Furthermore, the facility had set an effective operational-level grievance mechanism to protect workers' benefit. However, gap was identified in implementation. Please refer to relevant checkpoint for details. 企业在公告栏张贴amfori BSCI行为守则供员工参考, 并提供定期培训让员工与管理了解权利义务与社会责任的基本要求。另外企业有建立有效运行的申诉机制以保护员工利益。然而, 工厂在该领域的实施存在缺陷之处, 详细情况请参考相应的问题点。</p> <p>2.4 - The finding had not been corrected during this audit. As per document review, management and employee interview, the facility, the workers' representative and workers were not aware of BSCI code, although the facility posted BSCI code in public and provided the training about BSCI code for all employees. In accordance with BSCI Social Requirements, the facility should provide BSCI training to managers, workers and workers representatives regularly. 此不符合项没有改善。通过文件审核和管理层以及员工面谈发现, 尽管企业有张贴BSCI行为准则并提供了BSCI行为准则的培训给全体员工, 但是工人代表和工人不了解BSCI的行为准则。根据BSCI社会责任要求, 企业应该为管理层, 员工代表, 员工提供定期的BSCI培训。</p>	
Remarks from Auditee: Nil	
Full Audit [Audit Id - 127216] Audit Date: 25/06/2018 PA Score: B	Deadline date:25/09/2018
Good practices None	
Areas of improvement <p>The auditee had established good management practices in worker involvement and protection. Effective grievance mechanism was established such as suggestion box, worker representatives were elected by the workers themselves and direct communication with management. The auditee had taken orientation and refresh training to make workers aware of their rights and responsibilities and build sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation. However, gap was also identified in implementation. Please refer to relevant checkpoints for details. 企业在员工参与和员工保护方面建立了良好的管理实践。企业也建立了有效的申诉机制, 例如设立意见箱、选举员工代表以及与管理层直接沟通。企业通过入职培训和定期培训使工人了解其权利和责任和培养经理、工人和工人代表的能力, 以便在他们能在业务经营中成功结合责任规范, 然而, 企业在该领域的实施也存在缺陷之处, 详细情况请详见相应的问题点。</p> <p>2.4 - As per document review, management and employee interview, the facility, the workers' representative and workers were not aware of BSCI code, although the facility posted BSCI code in public and provided the training about BSCI code for all employees. In accordance with BSCI Social Requirements, the facility should provide BSCI training to managers, workers and workers representatives regularly. 通过文件审核和管理层以及员工面谈发现, 尽管企业有张贴BSCI行为准则并提供了BSCI行为准则的培训给全体员工, 但是工人代表和工人不了解BSCI的行为准则。根据BSCI社会责任要求, 企业应该为管理层, 员工代表, 员工提供定期的BSCI培训。</p>	
Remarks from Auditee None	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 153442] Audit Date: 05/06/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>This PA was not rated due to follow up audit. 跟进审核, 所以该部分不适用。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 127216] Audit Date: 25/06/2018 PA Score: A	Deadline date:
Good practices None observed	
Areas of improvement <p>No nonconformance was observed. 没有发现不符合点。</p>	
Remarks from Auditee None	

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 153442] Audit Date: 05/06/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: This PA was not rated due to follow up audit. 跟进审核, 所以该部分不适用。	
Remarks from Auditee:	
Full Audit [Audit Id - 127216] Audit Date: 25/06/2018 PA Score: A	Deadline date:
<u>Good practices</u> None observed	
<u>Areas of improvement</u> No nonconformance was observed. 没有发现不符合点。	
<u>Remarks from Auditee</u> None	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 153442] Audit Date: 05/06/2019 PA Score: B	Deadline date:05/09/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation shows that all employees's wages were calculated on hourly rate and paid in cash on the 15th of each month after the previous wage calculation cycle. Based on the payroll records review, the lowest basic wages were RMB1600 per month, which was higher than the legal requirement. For overtime wages, 150%, 200% and 300% of basic wages were paid to employees for their overtime hours on workdays, rest days and statutory holidays respectively. All employees were provided with written and understandable information about their employment conditions in respect to wages before they enter employment, Benefits such as sick leave, annual leave were provided to employees as per legal requirement. However, gaps have been identified in implementation, please refer to relevant checkpoint for details.</p> <p>整体情况显示工人的工资都是按小时计算并在次月15号以现金形式发放。根据所提供的工资表,最低每月RMB1660的基本工资,高于当地的最低工资标准,加班工资分别按照150%、200%和300%支付平时,周末和节假日。员工在入职就接受了关于工资福利待遇的介绍,法律规定的福利待遇也提供了,如病假、年假等。但是,在实际的执行过程还有不足,具体参考相关的检查点。</p> <p>5.4 - The finding had not been corrected during this audit. The facility management was not aware of Basic Needs Wage and did not calculate local living wage figure. In accordance with the amfori BSCI 5.4 requirement, the auditee should provide sufficient remuneration that allows workers to meet a decent standard of living. 此不符项没有改善。企业对Basic Needs Wage没有了解,也没有计算当地生活成本的数据。根据amfori BSCI 5.4要求,企业应该提供足够的福利待遇让员工过上体面的生活。</p> <p>5.5 - The finding had not been corrected during this audit. Through reviewing the social insurance document in April 2019, only 7 out of 40 employees had participated in basic endowment insurance, employment injury insurance, unemployment insurance and maternity insurance, and no one participated basic medical insurance. Law/COC: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state. 此不符项没有改善。通过查阅在2019年5月社保资料发现企业的40名员工中仅有7人参加了养老保险,工伤保险,失业保险和生育保险,没有员工参加医疗保险。法规行为准则:依据《中华人民共和国社会保险法》第十条,职工应当参加基本养老保险,由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险,由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险,由用人单位缴纳工伤保险费,职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险,由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险,由用人单位按照国家规定缴纳生育保险费,职工不缴纳生育保险费。</p>	
Remarks from Auditee: Nil	
Full Audit [Audit Id - 127216] Audit Date: 25/06/2018 PA Score: B	Deadline date:25/09/2018
Good practices: None	
Areas of improvement <p>The overall observation shows that all employees' wages were calculated on hourly-rated basis. The lowest basic wages were RMB 1600 per month that was higher than local law's requirement. For overtime wages, 150%, 200% and 300% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively and public holidays. Employees were paid by cash on 15th of each month after the previous wage calculation cycle. Furthermore, the facility had provided social benefits such as annual leave and child-bearing leave, etc to eligible employees. However, gaps have been identified in implementation, please refer to relevant checkpoint for details. 整体情况显示所有员工工资按计时方式计算。员工最低基本工资为每月人民币1600元,高于当地法规标准。工作日加班和周末加班分别按1.5倍和2倍基本工资计算,法定假3倍。员工工资按月在次月15号以现金形式发放。并且,工厂有提供年假和产假等法律规定的福利给相关人员。但是,在实际的执行过程还有不足,具体参考相关的检查点。</p> <p>5.4 - The facility did not calculate local basic needs wage. The minimum wage paid to production employees for normal working hours was RMB 1600 which was higher than local minimum wage. In accordance with the requirement of BSCI 5.4, the auditee should provide sufficient remuneration that allows workers to meet a decent standard of living. 企业未计算当地员工过上体面生活的基本需求工资。企业支付给生产员工的最低工资为人民币1600作为正班工资,此标准高于当地法规的要求。依据审核清单BSCI5.4要求,企业应该提供足够的福利待遇让员工过上体面的生活。</p> <p>5.5 - Insufficient social insurance for employees participated. Through document review, auditor found that there were total 35 employees in June 2018, only 6 employees (17.14%) had participated in basic endowment insurance, employment injury insurance, maternity insurance and unemployment insurance, no employee (0%) had participated in basic medical insurance. In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state. 社会保险参保不足。通过文件审核,审核员发现企业在2018年6月35中员工,只有6人(17.14%)养老保险、失业保险、工伤保险和生育保险,没有人(0%)参加医疗保险。依据《中华人民共和国社会保险法》第十条,职工应当参加基本养老保险,由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险,由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险,由用人单位缴纳工伤保险费,职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险,由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参</p>	

加生育保险, 由用人单位按照国家规定缴纳生育保险费, 职工不缴纳生育保险.	
Remarks from Auditee	
None	
Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 153442] Audit Date: 05/06/2019 PA Score: D Deadline date:05/09/2019	
GOOD PRACTICES:	
None	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that 1) Face print attendance System was used for time keeping and every employee should record when they go in and out the workshop. 2) As per management, there was no apparent peak season. 3) Based on the attendance and payroll records reviewed, employees could enjoy at least one day off after six consecutive working days. However, gaps have been identified in implementation, please refer to relevant checkpoint for details.</p> <p>整体情况显示1)企业使用面部扫描系统来记录员工的上下班时间, 工人进出车间都要记录自己的进出时间。2)管理人员表示, 工厂没有明显的旺季。3) 根据提供的考勤记录显示, 员工每6天休息一天; 但是, 在实际的执行过程还有不足, 具体参考相关的检查点。</p>	
<p>6.2 - The finding had not been corrected during this audit. Through document review, auditor found that the monthly overtime hours of 7 out of 8 randomly selected employees were 80-85 hours in April 2019 (most current month), and the monthly overtime hours of 8 out of 8 randomly selected employees were 40-89 hours in March 2019 (random month), and the monthly overtime hours of 8 out of 8 were 40-88 hours in September 2018 (random month). In accordance with the PRC Labor Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and laborers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of laborers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.</p> <p>此不符合项没有改善。通过文件审核, 审核员发现在抽取的2019年4月(当前月)的考勤中, 8名随机抽取的员工中7人的月加班时间为80-85小时; 2019年3月(随机月)的考勤中, 8名随机抽取的员工中8人的月加班时间为40-89小时; 2018年9(随机月)的考勤中, 8名随机抽取的员工中8人的月加班时间为40-88小时。依据《中华人民共和国劳动法》第41条, 用人单位由于生产经营需要, 经与工会和劳动者协商后可以延长工作时间, 一般每日不得超过一小时; 因特殊原因需要延长工作时间的, 在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时, 但是每月不得超过三十六小时。</p>	
Remarks from Auditee:	
Nil	
Full Audit [Audit Id - 127216] Audit Date: 25/06/2018 PA Score: D Deadline date:25/09/2018	
Good practices	
None	
Areas of improvement	
<p>The overall observation shows that: (1)Face print attendance recording systems are used for time keeping and every employee should scan their face when they go in and out the facility. (2)As per facility management interview, no peak season in the facility. Workers worked overtime voluntarily. The daily overtime hours did not exceed 3 hours. However, gaps have been identified in implementation, please refer to relevant checkpoint for details.</p> <p>整体情况显示: (1)企业采用脸谱打卡记录考勤, 所有直接招聘员工在上下班均需识别面部。(2)没有淡旺季。员工按个人意愿加班。员工每天加班时间不超过3小时; 但是, 在实际的执行过程还有不足, 具体参考相关的检查点。</p>	
<p>6.2 - Overtime hours exceeded the legal requirement. Through document review, auditor noted that the monthly overtime hour of 8 out of 8 randomly selected employees were 73-87 hours in May 2018, 8 out of 8 randomly selected employees were 58-76 hours in October 2017 and 8 out of 8 randomly selected employees were 70-83 hours in July 2017. In accordance with the PRC Labor Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and laborers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of laborers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.</p> <p>加班时间超过法规要求。通过文件审核, 审核员发现在抽取的2018年5月份(当前月)的考勤中, 8名随机抽取的员工中有8人月加班时间为73-87小时, 2017年10月份的考勤中, 8名随机抽取的员工中8人的月加班时间为58-76小时; 2017年7月份的考勤中, 8名随机抽取的员工中8人的月加班时间为70-83小时。依据《中华人民共和国劳动法》第41条, 用人单位由于生产经营需要, 经与工会和劳动者协商后可以延长工作时间, 一般每日不得超过一小时; 因特殊原因需要延长工作时间的, 在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时, 但是每月不得超过三十六小时。</p>	
Remarks from Auditee	
None	

Performance Area 7 : Occupational Health and Safety	
1- Followup Audit [Audit Id - 153442] Audit Date: 05/06/2019 PA Score: B	Deadline date:05/09/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT:	
<p>The facility posted the evacuation plans with "You Are Here" sign on the work floors, which indicated escape routes, the location of fire extinguishers and fire hydrants, etc. The firefighting equipments were inspected on monthly rated. The electrical system of the facility was in a good condition. All switches in the electrical control panels had been labelled with warning sign. Hot water was available in the facility. Employees had received regular and recorded health & safety training such as fire drill etc. However, gap was identified in implementation. Please refer to relevant checkpoint for details.</p> <p>工厂车间有张贴逃生平面图, 上面有指明"我的位置"、逃生路径、灭火器和消防栓位置等。消防设施每月点检一次。工厂的电力系统良好, 所有电箱开关有张贴警示标示。也有提供热水给员工。工人有定期接受健康安全培训如消防演习等。然而, 工厂在该领域的实施存在缺陷之处, 详细情况请参考相应的问题点。</p>	
7.1 -	<p>The finding had not been corrected during this audit. During documents review, employee and management interview, auditor found the facility was not fully in compliance with legal requirements on occupational health and safety, (For details, please refer to other sub chapter under Performance Area 7.) In accordance with BSCI Social Requirement, the facility should work in line with all the regulations on occupational health and safety.</p> <p>此不符合项没有改善。审核发现企业 在社会职业健康和安全方面未完全遵守关于健康安全的法定要求(详细分别见绩效评估区域第7部分其他项目)。依据BSCI社会责任要求, 被审核方应符合职业健康和安全方面的所有法规要求。</p>
7.2 -	<p>The finding had not been corrected during this audit. Only 7 out of 40 employees participated in injury insurance and no employee had participated in commercial accident insurance. In accordance with the Social Insurance Law of the People's Republic of China, Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees.</p> <p>此不符合项没有改善。40名员工只有7人参加工伤保险, 没有员工参加了商业意外保险。依据《中华人民共和国社会保险法》第十条职工应当参加工伤保险, 由用人单位缴纳工伤保险费, 职工不缴纳工伤保险费。</p>
7.5 -	<p>New finding: During facility tour, auditor found that there was one cargo lift used in the facility; however, the facility did not provide the certificate for the cargo lift safety management staff. Law/COC: In accordance with Regulations on Safety Supervision of Special Appliance article 38, the operator of special appliances (mentioned in Article 2, such as boiler, compressing equipment, lift, lifting appliance, Operators and managers of special vehicles in the factory (onsite) shall undergo relevant examination and qualifications to obtain special appliances certificate from the Special Appliance Quality Safety Monitoring department before operating those appliances.</p> <p>新不符合项。在现场巡查时, 审核员发现企业有一台货运电梯, 但工厂没有提供电梯安全管理员的证书。法规/行为准则: 依据《特种设备安全监察条例》第38条, 第三十八条 锅炉、压力容器、电梯、起重机械、客运索道、大型游乐设施、场(厂)内专用机动车辆的作业人员及其相关管理人员(以下统称特种设备作业人员), 应当按照国家有关规定经特种设备安全监督管理部门考核合格, 取得国家统一格式的特种作业人员证书, 方可从事相应的作业或者管理工作。</p>
7.7 -	<p>There was no chemical used at the facility.</p> <p>工厂不适用化学品。</p>
7.13 -	<p>New finding: As per document review and interview, it was noted that there was no certificated electrician at the facility. Law: In accordance with the PRC Labor Law article 55, laborers engaged in special tasks must receive specialized training and acquire a license for such tasks.</p> <p>新不符合项。根据所提供的资料及访问, 发现工厂没有合格的电工。法规要求: 依据《中华人民共和国劳动法》第55条, 从事特种作业的劳动者必须经过专门培训并取得特种作业资格。</p>
7.17 -	<p>1. The finding had not been corrected during this audit. During facility tour, auditor found that there was one cargo lift used in the facility, However, the facility could not provide the registered certificate of it for review. In accordance with Regulations on Safety Supervision of Special Appliance article 25, the operating unit with special appliance shall apply the registration for the special appliance from the Special Appliance Quality Safety Monitoring Department of the municipality city or above, before they are used or after they have been used for 30 days. The approved registration certificate/letter for special appliance should be affixed at the relevant special appliance. 2. The finding had not been corrected during this audit. During facility tour, auditor found that there was one cargo lift used in the facility; however, the inspection report of cargo lift was expired in May 2019. In accordance with Regulations on Safety Supervision of Special Appliance article 28, the operating unit with special appliances shall, pursuant to the regular inspection requirements of safety and technical manual, to apply for regularly inspection at the Special Appliance Inspection and Testing Institutions one month before the expiry date of the safety inspection approval. After the application, the Special Appliance Inspection and Testing Institution shall, pursuant to the requirements of the safety and technical manual, carry out the safety performance inspection and energy efficiency test timely. The special appliance shall not be used prior to pass the regularly inspection.</p> <p>1. 此不符合项没有改善。在现场巡查时, 审核员发现企业有使用一部货梯; 但是企业无法提供它的登记证供查看。依据《特种设备安全监察条例》第25条, 特种设备在投入使用前或投入使用后30日内, 特种设备使用单位应当向直辖市或设区的市的特种设备安全监督管理部门登记。登记标志应当置于或附着于该特种设备的显著位置。2. 此不符合项没有改善。在现场巡查时, 审核员发现企业有使用一部货梯; 但是企业的电梯检验报告在2019年5月过期。依据《特种设备安全监察条例》第28条, 特种设备使用单位应当按照安全技术规范的定期检验要求, 在安全检验合格有效期届满前1个月向特种设备检验检测机构提出定期检验要求。检验检测机构接到定期检验要求后, 应当按照安全技术规范的要求及时进行安全性能检验和能效测试。未经定期检验或者检验不合格的特种设备, 不得继续使用。</p>
7.21 -	<p>Remark: The facility did not provide canteen to workers.</p> <p>备注: 企业没有提供食堂给工人。</p>
7.23 -	<p>Remark: The facility did not provide transportation to workers.</p> <p>备注: 企业没有提供交通给工人。</p>
Remarks from Auditee: Nil	
Full Audit [Audit Id - 127216] Audit Date: 25/06/2018 PA Score: A	Deadline date:25/09/2018
Good practices:	
None	

Areas of improvement	
<p>The electrical systems of the facility were in a good condition. All switches in the electrical control panels have been labelled with warning sign. The facility posted the evacuation plans with "You Are Here" sign on the work floors, which indicated escape routes, the location of fire extinguishers and fire hydrants, etc. All safety exits were installed with exit signs and emergency lights, all work floors were installed with fire alarms, and all firefighting equipments were inspected once a month. Sufficient first aid kits stocked with necessary supplies and drinkable water were available in the facility. Employees had received regular and recorded health & safety training such as fire drill etc. However, gaps were identified in this performance area, please refer to relevant checkpoints for details.</p> <p>工厂的电力系统良好,所有电箱开关有张贴警示标示。工厂车间有张贴逃生平面图,上面有指明“我的位置”、逃生路径、灭火器和消防栓位置等。所有安全出口有安装出口标识和应急灯,车间有安装消防警铃,所有消防设施每月点检一次。工厂配有急救箱和饮用水台。工人有定期接受健康安全培训如消防演习等。但是,在此部分有发现缺陷,具体参考相关的检查点。</p>	
7.1 -	<p>During documents review, employee and management interview, auditor found the facility was not fully in compliance with legal requirements on occupational health and safety, (For details, please refer to other sub chapter under Performance Area 7.) In accordance with BSCI Social Requirement, the facility should work in line with all the regulations on occupational health and safety.</p> <p>审核发现企业在社会责任职业健康和安全方面未完全遵守关于健康安全的法定要求(详细分别见绩效评估区域第7部分其他项目)。依据BSCI社会责任要求,被审核方应符合职业健康和安全方面的所有法规要求。</p>
7.2 -	<p>Insufficient employment injury insurance participated. Only 6 out of 35 employees (17.14%) participated in injury insurance and no employee had participated in commercial accident insurance. In accordance with the Social Insurance Law of the People's Republic of China, Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees.</p> <p>工伤保险参保不足。35名员工只有6人(17.14%)参加工伤保险,没有员工参加了商业意外保险。依据《中华人民共和国社会保险法》第十条职工应当参加工伤保险,由用人单位缴纳工伤保险费,职工不缴纳工伤保险费。</p>
7.7 -	<p>No chemical was used by the facility.</p> <p>企业没有使用化学品。</p>
7.17 -	<p>1). No registration for special appliances. During facility tour, auditor found that there was one cargo lift used in the facility, However, the facility could not provide the registered certificate of it for review. In accordance with Regulations on Safety Supervision of Special Appliance article 25, the operating unit with special appliance shall apply the registration for the special appliance from the Special Appliance Quality Safety Monitoring Department of the municipality city or above, before they are used or after they have been used for 30 days. The approved registration certificate/letter for special appliance should be affixed at the relevant special appliance. 2). No regular inspection for special appliances. During facility tour, auditor found that there was one cargo lift used in the facility; however the facility could not provide the inspection report for review. In accordance with Regulations on Safety Supervision of Special Appliance article 28, the operating unit with special appliances shall, pursuant to the regular inspection requirements of safety and technical manual, to apply for regularly inspection at the Special Appliance Inspection and Testing Institutions one month before the expiry date of the safety inspection approval. After the application, the Special Appliance Inspection and Testing Institution shall, pursuant to the requirements of the safety and technical manual, carry out the safety performance inspection and energy efficiency test timely. The special appliance shall not be used prior to pass the regularly inspection.</p> <p>1)特种设备未登记。在现场巡查时,审核员发现企业有使用一部货梯;但是企业无法提供它的登记证供查看。依据《特种设备安全监察条例》第25条,特种设备在投入使用前或投入使用后30日内,特种设备使用单位应当向直辖市或设区的市的特种设备安全监督管理部门登记。登记标志应当置于或附着于该特种设备的显著位置。2)特种设备未定期检验。在现场巡查时,审核员发现企业有使用一部货梯;但是企业无法提供它的检验报告供查看。依据《特种设备安全监察条例》第28条,特种设备使用单位应当按照安全技术规范的定期检验要求,在安全检验合格有效期届满前1个月向特种设备检验检测机构提出定期检验要求。检验检测机构接到定期检验要求后,应当按照安全技术规范的要求及时进行安全性能检验和能效测试。未经定期检验或者检验不合格的特种设备,不得继续使用。</p>
7.21 -	<p>Remark: The facility did not provide canteen or kitchen to workers.</p> <p>备注:企业没有提供餐厅或厨房给工人。</p>
7.23 -	<p>Remark: The facility did not provide transportation to workers.</p> <p>备注:企业没有提供交通给工人。</p>
Remarks from Auditee	
None	
Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 153442] Audit Date: 05/06/2019 PA Score: A Deadline date:	
GOOD PRACTICES:	
None	
AREAS OF IMPROVEMENT:	
<p>This PA was not rated due to follow up audit.</p> <p>跟进审核,所以该部分不适用。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 127216] Audit Date: 25/06/2018 PA Score: A Deadline date:	
Good practices	
None observed	
Areas of improvement	
<p>No nonconformance was observed.</p> <p>没有发现不符合点。</p>	
Remarks from Auditee	
None	

Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 153442] Audit Date: 05/06/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: This PA was not rated due to follow up audit. 跟进审核, 所以该部分不适用。	
Remarks from Auditee:	
Full Audit [Audit Id - 127216] Audit Date: 25/06/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
No nonconformance was observed. 没有发现不符合点。	
<u>Remarks from Auditee</u>	
None	
Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 153442] Audit Date: 05/06/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: This PA was not rated due to follow up audit. 跟进审核, 所以该部分不适用。	
Remarks from Auditee:	
Full Audit [Audit Id - 127216] Audit Date: 25/06/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
No nonconformance was observed. 没有发现不符合点。	
<u>Remarks from Auditee</u>	
None	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 153442] Audit Date: 05/06/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: This PA was not rated due to follow up audit. 跟进审核, 所以该部分不适用。	
Remarks from Auditee:	
Full Audit [Audit Id - 127216] Audit Date: 25/06/2018 PA Score: A	Deadline date:
<u>Good practices</u> None observed	
<u>Areas of improvement</u> No nonconformance was observed. 没有发现不符合点。	
<u>Remarks from Auditee</u> None	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 153442] Audit Date: 05/06/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: This PA was not rated due to follow up audit. 跟进审核, 所以该部分不适用。	
Remarks from Auditee:	
Full Audit [Audit Id - 127216] Audit Date: 25/06/2018 PA Score: A	Deadline date:
<u>Good practices</u> None observed	
<u>Areas of improvement</u> No nonconformance was observed. 没有发现不符合点。	
<u>Remarks from Auditee</u> None	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 153442] Audit Date: 05/06/2019 PA Score: B	Deadline date:05/09/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The auditee has set up a written anti-corruption policy and a documented procedure to encourage employees to report unethical behavior. Relevant integrity training were provided to all employees especially management. During this audit, no corruption, extortion or bribery case was found. However, gap was identified in implementation. Please refer to relevant checkpoint for details. 工厂已建立有关反腐败的程序并激励员工就商业道德不当的行为进行举报。相关的培训也提供给所有的员工及管理人员。审核当日，没有发现腐败、勒索及行贿的案例，然而，工厂在该领域的实施存在缺陷之处，详细情况请参考相应的问题点。</p> <p>13.1 - Closed. Currently, the facility provided ethical business behavior training to the employees and established mechanism to encourage employees to report such behavior. 不符合已关闭。目前，工厂给员工提供了商业道德行为规范的培训，并建立了相对应的举报机制。</p> <p>13.4 - The finding had not been corrected during this audit. It was noted that the auditee did not establish procedure to collect, use and processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. In accordance with BSCI 13.4, the auditee should establish procedure to collect, use and processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. 此不符合项没有改善。被审核方没有建立程序以合理谨慎的方式，按照隐私和信息安全法和法规要求收集、使用和处理个人信息。依据BSCI 13.4要求，被审核方应建立程序以合理谨慎的方式，按照隐私和信息安全法和法规要求收集、使用和处理个人信息。</p>	
Remarks from Auditee: Nil	
Full Audit [Audit Id - 127216] Audit Date: 25/06/2018 PA Score: D	Deadline date:25/09/2018
Good practices None	
Areas of improvement <p>The auditee had established a policy based on BSCI standards on ethical business behavior. And inaccurate and inconsistent information was found during this audit. The current information on local and national laws and regulations concerning ethical business behavior had been collected by the auditee, One Manager was appointed to be responsibility for communicating, deploying, and monitoring the ethical business behavior elaborated upon in the BSCI management system. Auditee had conducted internal audit and risk assessment to ensure the practice was in compliance with local law and BSCI values and principles. However, gaps were still identified in implementation, please refer to relevant checkpoints for details. 工厂基于BSCI要求建立了商业道德规范政策。本次审核中没有发现不完整或不准确的信息。企业收集了与商业道德规范相关的法律法规，并将之用作建立程序和政策的基础。任命了经理来负责沟通、部署和监督BSCI管理系统中详细阐述的商业道德规范实践。企业开展了内部审核和风险评估，确保其商业道德规范符合法规和BSCI要求。然而，在实施过程中存在一些差距，详情参考相关的检查点。</p> <p>13.1 - As per document review and management interview, the facility had set up the anti-bribery policy. But no mechanism was established to train employees and encourage employees to report such behavior. In accordance with BSCI 13.1 requirement, the auditee should actively oppose any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. 通过文件审核和管理层面谈，企业制定了反腐败的方针，没有建立相关培训和举报机制。依据BSCI13.1的要求，企业应在其商业活动中积极反对任何形式的腐败、敲诈、侵占等行为。</p> <p>13.4 - It was noted that the auditee did not establish procedure to collect, use and processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. In accordance with BSCI 13.4, the auditee should establish procedure to collect, use and processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. 被审核方没有建立程序以合理谨慎的方式，按照隐私和信息安全法和法规要求收集、使用和处理个人信息。依据BSCI 13.4要求，被审核方应建立程序以合理谨慎的方式，按照隐私和信息安全法和法规要求收集、使用和处理个人信息。</p>	
Remarks from Auditee None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	05/06/2019	153442	D	B	A	A	B	D	B	A	A	A	A	A	B	C
Full Audit	25/06/2018	127216	C	B	A	A	B	D	A	A	A	A	A	A	D	C

Producer Photos



External photo(s) of the production unit(s)
facility gate.jpg



Photo of fire safety equipment
fire alarm.jpg



Photo of the inside of the main production hall
electrical control panel.jpg



External photo(s) of the production unit(s)
facility name.jpg



Photo of fire safety equipment
fire extinguishers.jpg



Photo of the inside of the main production hall
finished product warehouse.jpg



External photo(s) of the production unit(s)
production building.jpg



Photo of fire safety equipment
fire hydrant.jpg



Photo of the inside of the main production hall
No Smoking sign.jpg



Photo first aid facilities
first aid kit.jpg



Photo of the code of conduct on display
COC posted.jpg



Photo of the inside of the main production hall
packing section.jpg



Photo of fire safety equipment
auto smoke detector.jpg



Photo of the inside of the main production hall
assembly line.jpg



Photo of the inside of the main production hall
raw material.jpg



Photo of fire safety equipment
evacuation indicator.jpg



Photo of the inside of the main production hall
attendance device.jpg



Photo of the inside of the main production hall
suggestion box.jpg



Photo of fire safety equipment
evacuation plot plan.jpg



Photo of the inside of the main production hall
drink water.jpg



Photo of the sanitary facilities
wash room.jpg



Photo of fire safety equipment
exit sign and emergency light.jpg