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With the philosophy of "**customers supreme**", we strictly stick to the trade principle of "high quality products, timely delivery, most competitive price ". We will always seek co-operation and make mutual benefit in bilateral business and trade with customers all over the world.

Mr Yan Qinwei, Sales Manager of Uniform Department, focuses on the **NURSE UNIFORM ---SCRUBS** business. Details can be reviewed via below links on our website.

http://www.chinaunitedtextile.com/product_en/typeid/11.html

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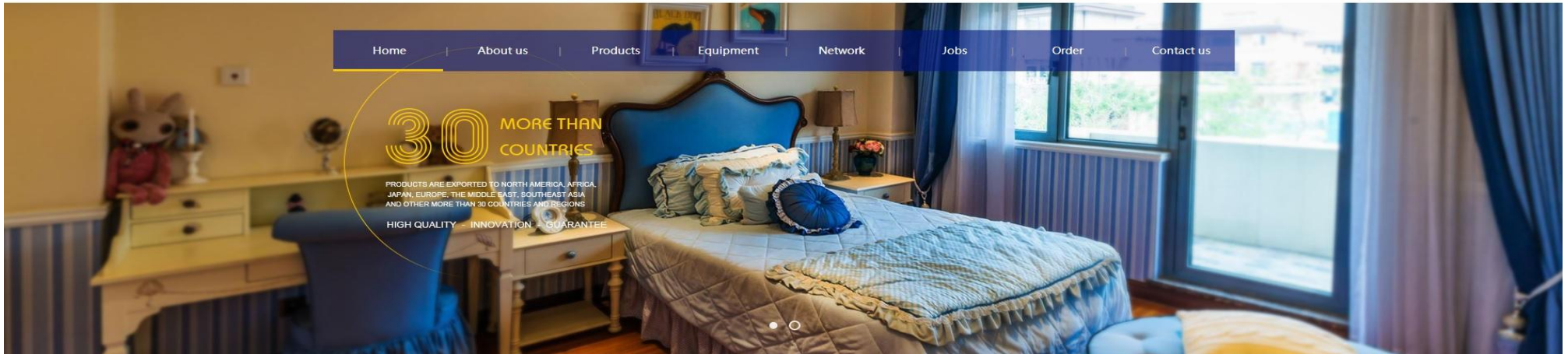
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Finally many thanks for your reviewing, and sincerely looking forward to your emails.

Add: 19/F, Xintiandi Office Building, No.26 Yushu Street, Huzhou, Zhejiang, China, 313000



- Product category
- Fabric
 - Garments
 - Uniforms
 - Scrubs
 - Fireman uniform
 - Men's jackets
 - Home textile

Products

Location : Home - Products



Nurse uniform



Nurse uniform



Nurse uniform



Nurse uniform



Nurse uniform



Nurse uniform

Attached model posters
for easy ref.



SALE



HEALTH PRO Women's High Performance
FLEXTECH 4-Way Stretch V-Neck Scrub Top



SALE



HEALTH PRO Women's V-Neck Scrub Top



SALE



Scrubletics Women's Stretch Side Dark Navy
Floral Print Scrub Top



SALE



Scrubletics Women's Mesh Trim Scrub Top



SALE



HEALTH PRO Women's Floral Sketch Print Scrub
Top



SALE



HEALTH PRO Women's Printed Scrub Top - Fair
Aqua Petals



SALE



Scrubletics Women's Navy Flash Space Dye Print
Scrubs Top



SALE



Scrubletics Women's Countoured Side Scrub Top



CLEARANCE



Scrubletics Women's Chain Stitch V-Neck Scrub
Top

Herewith BSCI report from our uniform factory- China Friend Century Industrial Co.,Ltd

Producer : China Friend Century Industrial Corporation., Ltd.

DBID : 337628 and Audit Id : 136638 Audit Date : 29/10/2018
Audit Type : Full Audit



Auditee :	China Friend Century Industrial Corporation., Ltd.
Audit Date From :	29/10/2018
Audit Date To :	31/10/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Simon Gao(Lead)
Auditing Branch (if applicable) :	SGS CHINA



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

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 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 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.
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 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.

Producer : China Friend Century Industrial Corporation., Ltd.

DBID : 337628 and Audit Id : 136638

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Audit Type : Full Audit



Main Auditee Information



Name of producer :	China Friend Century Industrial Corporation., Ltd.		
DBID number :	337628		
Audit ID :	136638		
Address :	Linyi Development Zone, Dezhou		
Province :	Shandong	Country :	China
Management Representative :	Yueyue Ma		
Contact person:	Yueyue Ma	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Knitting clothing		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 31/10/2019	

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	C	B	D	A	A	A	A	A	C	A

Executive summary of audit report

China Friend Century Industrial Corporation Ltd. (Business license no. is 91371400570487041Y) is located at Linyi Development Zone, Dezhou City, Shandong Province, China. It was founded on Mar. 15, 2011 and focus on manufacturing knitting clothing. There were 417 employees in the factory during the audit. The factory only used one 1-storey building as office, workshops and warehouses.

Working hour:

1. The factory recorded workers' attendance by electronic card attendance system.
2. The factory provided attendance records from Sep. 1, 2017 to the audit day for review.
3. The normal working hours were 8 hours per day and 5 days per week.
4. The attendance records indicated all workers' overtime hours were 32~62 hours per month and 0~13 hours per week.
5. The attendance records indicated all workers had at least one day off per seven days.

Wages:

1. All workers were paid by hourly rate.
2. The factory provided payroll records from Sep., 2017 to Aug., 2018.
3. The factory paid wages to all workers before the end of each next month by cash.
4. The factory did not provide legal social insurance for some workers: only 256 out of all 417 employees was provided with retirement, medical, child-bearing and unemployment insurance, and injury insurance was provided to all workers, but no other insurance was provided to the other workers. And the management explained that the other workers were countryman, they enjoyed new-pattern rural social old-age insurance in the village, and they didn't want to pay for the social insurances, but no written evidence was provided for review.

Remark:

During the audit, the factory only used one 1-storey building as production workshop, warehouse and office. Other three buildings were used by other three factories, the factory provided the leasing contract and copy of business license for review and they were not included in this audit.

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DBID : 337628 and Audit Id : 136638
Audit Type : Full Audit

Audit Date : 29/10/2018



Ratings Summary



Auditee's background information			
Auditee's name :	China Friend Century Industrial Corporation., Ltd.	Legal status :	LIMITED CO
Local Name :	山东世纪东华实业有限公司 (91371400570487041Y)	Year in which the auditee was founded :	2011
Address :	Linyi Development Zone,	Contact person (please select) :	Yueyue Ma
Province :	Shandong	Contact's Email :	sdsjyh_eve@163.com
City :	Dezhou	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) :	www.ccf-group.com
GPS coordinates :	latitude (37°9'57" North), longitude (116°50'11" East)	Total turnover (in Euros) :	5500000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	1200000
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Knitting clothing		

Auditee's employment structure at the time of the audit			
Total number of workers :	417	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	46	371	
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	46	371	
Production based workers	40	350	
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

Full Audit [Audit Id - 136638] Audit Date: 29/10/2018 PA Score: D

Deadline date:30/12/2018

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The factory set up completed policy and procedure on social accountability. For example, the procedures on hiring, subcontracting, dealing with grievances, training workers, promoting ethical behaviour were established by the factory. Mr. Yin Yanhai/ General Manager was AMFORI BSCI representative and took whole charge of AMFORI BSCI affairs in the factory. The factory also established policy with respect to the selection, management and monitoring of its own significant business partners. However, gaps had been identified in implementation:

综合概况:工厂建立了完整的社会责任政策和程序,例如程序中包括招聘,分包,申诉系统,员工培训,反腐败等内容。尹彦海/总经理被工厂指定为AMFORI BSCI负责人,统筹整个工厂的AMFORI BSCI事务。工厂还创建了供应商的筛选程序,在选择供应商时,工厂同样考虑到了其社会责任表现。但执行方面和AMFORI BSCI存在差距:

- 1.1 - Finding: The main auditee partially respects this principle because the factory hadn't set up an effective management system to implement the AMFORI BSCI code of conduct, such as the management didn't well understand the relationship between short-term investments and long-term solution, it led to the factory didn't establish the long-term goal.
被审核方(生产商)部分遵循该准则。原因是工厂未建立有效的管理体系来确保执行AMFORI BSCI守则,比如工厂没有很好的理解长期目标和短期投资的关系,导致工厂没有按照AMFORI BSCI要求建立长期目标。
- 1.4 - Finding: The main auditee partially respects this principle because the auditee established related procedures on capacity planning to control working hours. But, the faultiness of working hours control management system led to the overtime working hours of the workers exceeded legal requirement.
被审核方(生产商)部分遵循该准则。原因是被审核方建立了生产产能规划程序以控制员工的工作时间。但是,由于工时管理系统执行的不完善,导致员工的加班时间未能符合法规的要求。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 136638] Audit Date: 29/10/2018 PA Score: C

Deadline date:30/12/2018

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

Consolidated finding: five worker representatives were elected by the workers freely. The factory also provided on-board training on workers' right to workers. It has been noted that the auditee had a grievance mechanism: the mechanism consisted of using suggestion boxes, worker representation and an open door policy on coming up with suggestion directly to workers' supervisor. And workers had morning meeting for getting the information of workplace-related issues, the factory also provided on-board training on workers' right to workers. All these processes were documented under procedures and integrated into worker interviews. However, gaps had been identified in implementation:

综合概况:工厂有工人选举了5名员工代表。而且,工厂会为员工提供关于员工权利的入职培训。审核过程发现,工厂已建立了申诉系统,员工可通过意见箱,工人代表或直接和主管进行沟通等方式提供投诉。同时,工厂每天会有早会的方式和员工沟通工厂的信息。所有这些过程均可通过文件以及访谈来核实,但也发现工厂在执行效果方面和AMFORI BSCI要求有差距:

- 2.2 - Finding: The main auditee does not respect this principle because no long term goals/vision were established to protect workers according to the AMFORI BSCI Code of Conduct.
生产商未根据AMFORI BSCI行为准则定义长期目标来保护员工而未遵守原则。
- 2.4 - Finding: The main auditee does partially respects this principle because the factory provided training on AMFORI BSCI new Code for managers, workers and workers representatives. But based on interviews, the workers and workers' representatives did not know what is AMFORI BSCI.
被审核方(生产商)部分遵循该准则。原因是工厂给员工提供了AMFORI BSCI新行为守则的培训,但工厂员工和员工代表也不了解AMFORI BSCI。

Remarks from Auditee:

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

Full Audit [Audit Id - 136638] Audit Date: 29/10/2018 PA Score: A

Deadline date:

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

Consolidated finding: Refer to PA 2, 5 worker representatives were elected freely. No collective bargain agreement was concluded between the factory and workers, but the factory did not prevent workers from bargaining for the agreement. Based on the interview statement of worker representative, she was not discriminated by the factory and all worker representatives had access to workers and workplace freely.

综合概况:依照PA2的描述,工厂有5名由员工自己选出的工人代表。审核过程中,工厂和员工无集体谈判协议,但工厂也未阻止员工有意愿的时候和工厂谈判。根据工人代表的访谈,在该工厂,工人代表不会被歧视,并且可以随时和员工沟通。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 136638] Audit Date: 29/10/2018 PA Score: C	Deadline date:30/12/2018
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The factory made one policy on anti-discrimination. The policy defined that the factory would not discriminate workers by race, gender and ages etc. And according to interview statement with workers, workers could use the grievance system through suggestion boxes or telling to worker representatives once workers' right was infringed. Furthermore, the policy on discipline measures made by the factory was in line with legal requirement. All these processes could be verified by document review and interview. However, gaps had been identified in implementation as follows: 综合概况:工厂制定了反歧视的政策,反歧视政策中表明工厂不会因为种族、性别、年龄等原因对员工区别对待。并且依照员工访谈,若员工的权利受到任何侵害,员工可以通过意见箱或和员工代表反馈的形式进行投诉。而且,通过查看工厂的惩戒措施程序,其描述的措施均符合法规和AMFORI BSCI要求。不过,工厂在以下方面和AMFORI BSCI要求尚有差距:</p> <p>4.1 - Finding: The main auditee partially respects this principle because the factory did not understand the Code clearly. For example, the factory established the policy on no discrimination but it did not analyze the potential risk of the process in the factory during establishing the policy on discrimination and develop the preventing and improvement measures for the risk. 主要被审核方(生产商)因未充分了解2014行为准则只遵守部分原则。例如,工厂的歧视政策中,没有包括分析工厂的哪些过程可能存在歧视,并且采取相应的预防和改善措施。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 136638] Audit Date: 29/10/2018 PA Score: B	Deadline date:30/12/2018
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from Sep., 2017 to Aug., 2018 provided by the factory, the minimum wage paid by the factory was RMB 1600 per month, which was above the legal requirement RMB 1550 per month. Satisfactory evidence showed that the factory provided skill training to workers and workers' position allowance will be increased accordingly when workers received more training. No deduction was identified according to wages records of workers. All these processes and evidences were cross checked by document review, worker interview and management interview. However, gaps had been identified as follows: 综合概况:工厂制定了工资支付政策和福利政策,福利政策包括给员工提供法定节假日、病假、婚假、产假等假期。根据工厂提供的2017年9月至2018年8月的工资记录显示,工厂给员工支付最低1600元每月的工资,高于当地1550元每月的标准。同时,工厂给员工提供了相应的技能培训,若员工的技能提升,岗位津贴得相应提高。根据员工的工资记录,员工无其它的扣款。以上过程均用文件、访谈等方式进行核实过。但也发现工厂在以下方面和AMFORI BSCI要求有差距:</p> <p>5.5 - Finding: The main auditee does not respect this principle. Because the factory did not provide legal social insurance for some workers: only 256 out of all 417 employees was provided with retirement, medical, child-bearing and unemployment insurance, and injury insurance was provided to all workers, but no other insurance was provided to the other workers. And the management explained that the other workers were countryman, they enjoyed new-pattern rural social old-age insurance in the village, and they didn't want to pay for the social insurances, but no written evidence was provided for review. 被审核方(生产商)未遵循该准则。原因是工厂没有为部分员工提供五项社会保险:工厂只为417名员工中的256人提供了养老、失业、医疗、生育保险。为所有员工提供了工伤保险,没有为其他员工缴纳其他保险。工厂解释其他员工是农村人,在村里缴纳了新农保,不愿意缴纳社保,但未提供任何书面证明。</p>	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 136638] Audit Date: 29/10/2018 PA Score: D	Deadline date:30/12/2018
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The factory made a policy of working hour system and controlled working hours. According to the policy and implementation records, workers worked 8 hours (7:30AM-11:30AM, 13:00PM-17:00PM) per day, punch card 4 times per day, 5 days per week and the workers usually had 1 OT hour on weekdays. The factory arranged workers working on Saturday sometimes and workers had right to choose working overtime or not. The factory ensured workers had every Sunday off per week. Furthermore, workers had at least 8 hours' rest on every day. Workers can take a rest during the work time when they felt tired. All this processes and implementation can be verified by interview and document review. However, gaps of overtime hours had been identified in implementation: 综合概况:工厂制定了工时政策,依照政策以及工厂实际的执行情况。员工每天上班8小时(早上7点30分至中午11点30分,下午13点至下午17点上),每天打卡4次,每周5天,每天会有1小时的加班时间。周六工厂会依据生产订单进行加班。员工可自愿选择是否加班。工厂保证了员工每周日休息。工厂保证了员工每天至少有8小时的休息时间并且员工在工间如果觉得疲惫,可自由选择休息几分钟。以上均已从员工访谈以及文件信息等方面进行核实。不过,工厂在加班时间的管控方面也有不符合法规的地方,如下:</p> <p>6.2 - Finding: The main auditee does not respect this principle because based on review of the attendance records from Sep. 1, 2017 to the audit day provided by the auditee, about 80% workers' monthly overtime working hours exceeded 36 hours, and the maximum number was up to 62 hours in Mar., 2018. 被审核方(生产商)未遵循该准则。原因是根据被审核方提供的从2017年9月1日至审核当天的考勤记录发现,被审核方约80%的员工月加班时间超过36小时,最大在2018年3月达到62小时。</p>	
Remarks from Auditee:	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 136638] Audit Date: 29/10/2018 PA Score: A	Deadline date:30/12/2018
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The factory general manager / Mr. Yin Yanhai was responsible for the affairs of health and safety. And the factory assessed the risk of workshop accordingly. For fire safety, the factory ensured enough extinguishers in every workshop and emergency lights, fire hydrant and fire alarm were available in the factory. All these facilities of fire safety were checked every month and were effective during the testing on-site. For mechanism safety, all processes of operation were set up, workers were well trained to operate it correctly. Meanwhile, the MSDS was available for the chemicals used in the factory. The factory also set up emergency procedure and trained seven first aiders for providing the service of first aid. The first aid box was also available in every workshop. Clean potable water and test report was also provided. No canteen, kitchen, dormitory building and transportation were provided for workers. However, gaps had been identified in implementation as follows: 综合概况:工厂的健康安全由总经理尹彦海负责,工厂进行了安全风险评估。在消防安全方面,工厂给所有车间配备了足够的消防设施,例如灭火器,消防栓,消防警铃等,并且工厂的健康安全负责人每月都会进行检查。审核时经过测试,应急灯,消防栓和消防警铃都是有效的。在机械安全方面,工厂针对有机械安全风险的岗位都制定了相应的操作规程,并且给员工提供了培训以防范这方面的风险。同时,工厂为化学品提供了MSDS,并且为相关人员提供了培训。在急救政策方面,工厂制定了急救政策,工厂给每个车间配备了药箱,而且工厂内有7名急救员。同时,工厂也提供了饮用水给员工,员工可随时喝水,并取得了饮用水的测试报告。工厂没有为员工提供餐厅,宿舍和交通工具。不过,工厂在以下方面和AMFORI BSCI要求尚有差距:</p> <p>7.17 - Finding: The main auditee does not respect this principle because it was noted that no operator certificate of the pressure vessel was provided for review. 被审核方(生产商)未遵循该准则。原因是工厂没有提供压力容器的操作工证书。</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 136638] Audit Date: 29/10/2018 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The policy of recruiting was set up by the factory. And it regulated that the factory would not recruit workers under 16. The factory checked workers' ID during recruiting and HR specialist knew the skills of asking workers' experience and ages when he had any doubt of workers' ID card or age according to interview with HR specialist. Meanwhile, the factory established remediation measure of child labor in order to set up measure of recruiting child labor incidentally. After checking all personnel files of workers, no child labor was identified in the factory. 综合概况:工厂制定了合适的招聘政策,员工入职时工厂均会查看员工的身份证并且当人事专员对员工年龄有怀疑时,会通过有技巧地面谈以核实员工情况。同时工厂制定了童工补救措施以防万一发现童工的应对措施。在审核过程中,通过查阅所有员工的人事资料,未发现有任何童工存在。</p>	
Remarks from Auditee:	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 136638] Audit Date: 29/10/2018 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Consolidated finding: The policy of young worker protection was made by the factory. The factory understood the legal requirement of young workers according to interview with management. During the audit, no young workers were identified in the factory. 综合概况:工厂制定了未成年工的保护政策,工厂了解如何依照法规要求保护未成年工。在审核过程中,未发现有未成年工的存在。	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 136638] Audit Date: 29/10/2018 PA Score: A	Deadline date:30/12/2018
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Consolidated finding: Labor contracts were all concluded between the factory and workers. The contracts statement included the description of working hours, training, rest time and leave etc. which were in accordance with legal requirement and ILO. Meanwhile, the factory provided a copy of contract to every worker. No illegal employment was identified during the audit. However, gaps had been identified in implementation as follows: 综合概况:工厂和每个员工均签订了劳动合同,劳动合同的内容包括工时,培训,休息时间和假期,报酬和支付条件,这些内容均符合法规以及国际标准。同时工厂提供了一份劳动合同副本给员工。审核过程中,工厂无不符合法规的用工形式存在。但是,在如下方面,工厂和Amfori BSCI要求有如下差距: 10.3 - Finding: The main auditee partially respects this principle because according to interview statements of workers, some workers did not understand the information written in the labour contract, such as wages paid period, OT wages calculation etc. 生产商部分遵循该准则,原因是依据员工访谈信息,部分员工不了解员工工资发放日期及加班费的计算方式,虽然劳动合同有规定。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 136638] Audit Date: 29/10/2018 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Consolidated finding: The factory established the policy on anti-forced labor. The management Ms. Ma Yueyue understood well the scope of forced labor. And according to onsite observation and interview statement of workers, workers confirmed that there was no evidence showed in the factory, for example, they could resign according to legal requirement and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers. The discipline policy was also in line with legal requirement. 综合概况:工厂制定了反强迫劳动的政策,工厂负责人马月月理解哪些方式是属于强迫劳动的范畴。依据现场观察和员工访谈,员工也很清晰地表明工厂内无强迫劳动的现象,例如员工可以依照法规要求提出辞工而不会被克扣工资,并且可以自由离开工厂。员工也未遇到任何被侮辱或非人道的待遇。工厂的惩戒政策也是符合法律法规要求。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 136638] Audit Date: 29/10/2018 PA Score: C	Deadline date:30/12/2018
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Consolidated finding: Environmental policy had been established by the factory. No hazard waste was generated by the factory. The land belonged to the factory was industrial land. However, gaps had been identified in implementation: 综合概况:工厂制定了详细的环境政策和方针。厂内无危险废弃物产生,并且工厂用地属于工业用地。但是,在如下方面,工厂和法律要求有差距: 12.3 - Finding: The main auditee does not respect this principle because the factory did not provide environmental impact assessment (EIA) and EIA approval for review during the audit. 生产商因未提供环评报告及批复而未遵守原则。 12.5 - Finding: The main auditee does not respect this principle because the factory did not have possible mechanisms about preserving including proper identification of water springs, rivers, lakes and other water ecosystems in the area, and no actual active plan focus on water waste reduction and saving water were established. 生产商因未进行周边水资源地图的识别同时未针对降低污水的排放以及节约用水建立实际的行动而未遵守原则。	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 136638] Audit Date: 29/10/2018 PA Score: A	Deadline date:30/12/2018
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The policy on anti-corruption was made by the factory and workers were well trained. During the audit, no misrepresentation was provided by the factory, all information could be cross checked. And the electric attendance system was also affirmed by the workers interview and checking. However, gaps had been identified in implementation: 综合概况:工厂创建了反腐败的政策,给员工进行了培训。审核过程中,工厂提供的数据也均可通过其它方面进行核实。工厂未提供任何不实信息。审核时也未发现有任何泄密的负面现象。工厂的电子考勤通过员工访谈和验证得以确认。但是,在如下方面,工厂和AMFORI BSCI要求有差距:</p> <p>13.1 - Finding: The main auditee partially respects this principle because the factory had established the policy on anti-corruption, but didn't identify the situations and activities where acts of corruption, extortion or bribery are most likely to occur in its context, and did not develop policies and procedures against any act of corruption and take active measures to prevent and remediate them. 生产商部分遵守该原则。因工厂建立了反腐败政策但未识别最可能发生贪污、勒索或贿赂行为的情形和活动以及未开发防止任何贪污行为的政策和程序,并未主动采取措施来预防和改善。</p>	
Remarks from Auditee:	

Producer : China Friend Century Industrial Corporation., Ltd.

DBID : 337628 and Audit Id : 136638 Audit Date : 29/10/2018
Audit Type : Full Audit



Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	29/10/2018	136638	D	C	A	C	B	D	A	A	A	A	A	C	A	C

Producer Photos



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



Photo of fire safety equipment
Testing fire alarm.JPG



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



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



Photo of fire safety equipment
Testing fire hydrant.JPG



Photo of the inside of the main production hall
Needle safeguard for high-speed sewing machines.JPG



External photo(s) of the production unit(s)
Other factories in the same compound.JPG



Photo of non-conformity
Five social insurances were not provided to all workers.jpg



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



Photo first aid facilities
First aid kit.JPG



Photo of non-conformity
OT hours exceeded the legal requirement.jpg



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



Photo of fire safety equipment
Auto spraying system.JPG



Photo of the code of conduct on display
BSCI code posted on-site.JPG



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



Photo of fire safety equipment
Evacuation indicating sign.JPG



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



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



Photo of fire safety equipment
Evacuation map.JPG



Photo of the inside of the main production hall
Finger safeguard for sewing machines.JPG



Photo of the personal protection equipments (if applicable)
Metal glove worn by the cutting worker.JPG



Photo of fire safety equipment
Fire alarm.JPG



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



Photo of the sanitary facilities
Potable water.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



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



Photo of the sanitary facilities
Toilet.JPG



Photo of fire safety equipment
Testing emergency light.JPG



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