

Company Profile:

Zhejiang Copisoya Industry And Trade Co.LTD,has been established as one of the finest drafting units of National standards in the hatting industry and is characterized by provision of quality products and professional services.Being in operation for more than 30 years,Zhejiang holds the position as Vice-chairman Member of Wenling hatting Industry association.

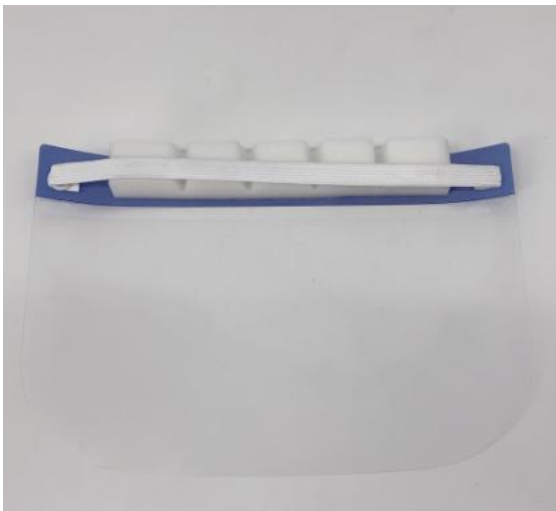
Professionalism as our hallmark brings into play designs,research and development,brand operation , import and export , electric commerce,OEM,ODM and OBM,all in perfection.

1.Product Description

Product Name: Face shield

Features:

- * Double anti-fog and anti-static treatment PET(Polyethylene terephthalate).
- * Thickness:0.25mm
- * Size: 33*22CM
- * Foam headband relieves pressure and absorb sweat.
- * Latex free, fiberglass free, distortion free
- * OEM service.



2. Application:

- Hypoallergenic foam band can absorb sweat and provide enough room for eye glasses or safety goggles.
- Vented foam design for increased air flow and comfort.
- Sonically welded band gives the face shield added strength and reliability.
- Available in both elastic band and adjustable Velcro band.

- Lightweight and comfortable to wear, quick and easy to don.
- Excellent protection against potential contamination from blood pathogens, body fluids, or harmful chemical splash.
- All straps can be sonically welded or secured to the shield with an eyelet for safety.

3. Supply Information and Ability:

Product Name:	Face shield
Model:	CFY201
Place of Origin:	Taizhou,China
Material:	100% anti-fog PET (Polyethylene terephthalate)
Product Name:	Dental Ebola protective mask for anti splash
Color:	Transparent
Brand:	Customized
Sample:	Free
HS code	3926909090
OEM:	Accept OEM
Supply Ability:	150000 PCS per day
Warranty:	3 Years

4. Packaging & Delivery

Packaging Details: 1pc/bag; 200bag/CTN, CTN size: 68*36*36cm

NET weight: 7.2kgs; GROSS weight: 10.2kgs

Port: Ningbo/ Shanghai

Lead Time :

Quantity(Bags)	1 - 5000	>5000
Est. Time(days)	7	To be negotiated



Wearing pictures:



Auditee :	Zhejiang Copisoya Industry and Trade Co., Ltd
Audit Date From :	18/01/2019
Audit Date To :	18/01/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Yi Lu(Lead)
Auditing Branch (if applicable) :	TUV SUD China



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence
A Very Good	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated A No Performance Areas rated C, D or E These are three examples: 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 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 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	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 :	Zhejiang Copisoya Industry and Trade Co., Ltd		
DBID number :	386991		
Audit ID :	143084		
Address :	No.11, Jiangxin Road Taizhou		
Province :	Zhejiang	Country :	China
Management Representative :	Mr. Xi Chen / General Manager		
Contact person:	Xi Chen	Sector :	Non-Food
Industry Type :	Accessories	Product group :	Arts, crafts and needlework
Product Type :	Hat		

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 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 : 18/01/2020	

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	B	D	B	A	A	A	A	B	A	

Executive summary of audit report

[Location and size]:
The factory Zhejiang Copisoya Industry and Trade Co., Ltd. (business license No.: 9133108155752803XC) was established on 21/06/2010. It was located at No.11, Jiangxin Road, Taizhou, Zhejiang, China. Total construction size is about 9,482.32 square meters.

[Structure of facility]:
The factory owned one 3-storey (partial 4F) U-type building as production workshops, warehouse and office.
The main business products are hats.
The main operation included sewing, decorating, finishing and packing.
No dormitory or canteen was provided in the facility.

[Employee analysis]:
There were 45 employees working in the factory on the audit day.
Among them 36 were production employees while 9 were non-production employees. All employees were permanent employees. 2 employees were migrants from other provinces. And there were total 35 female employees.

[Summary of working hour]:
All employees work for 5 days (from Monday to Friday) a week. There is one working shift run for all production and office employees: 7:30 to 11:30; 13:00 to 17:00. For the security guards: 3:00 to 11:00 and 13:00 to 21:00. 2 hours overtime on some working days. 8 hours overtime arranged on Saturday regularly. No overtime on statutory holidays.
Attendance records since January 2018 to the audit date were provided for review. According to the sampled attendance records of October, November and December 2018, it was noted that the maximum monthly overtimes reached to 82 hours per month.
Per management interview, no obvious peak or non-peak season in the facility.

[Summary of compensation]:
Payrolls from January to December 2018 were provided for review.
The lowest basic wage paid for employees by RMB 2,000 per month during the sampled 3 months that October, November and December 2018, which was greater than the local minimum wage rate of RMB 1,800/month (since Dec 1, 2017). The overtime was paid as 150% and 200% of normal rate for the overtime on weekdays and Saturday respectively. Wage was released on the 15th of following month. No overtime on statutory holiday.

[Summary of interview]:
Worker interviews were conducted by individual and in group.
Randomly selected 10 employees, no complaint were raised.

[Special scene during on site observed]:
1. No Agency or dispatched labor was hired in the facility.
2. No contractor was used.
3. No government waiver was obtained.
4. No collective bargaining in the facility currently.
5. No inconsistency was found during this audit.

Ratings Summary



Auditee's background information			
Auditee's name :	Zhejiang Copisoya Industry and Trade Co., Ltd	Legal status :	Limited company
Local Name :	浙江凯佩诗雅工贸有限公司 (9133108155752803XC)	Year in which the auditee was founded :	2010
Address :	No.11, Jiangxin Road	Contact person (please select) :	Xi Chen
Province :	Zhejiang	Contact's Email :	18815269555@139.com
City :	Taizhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	Nil
GPS coordinates :	N: 28°34'25", E: 121°32'25"	Total turnover (in Euros) :	647567.00
Sector :	Non-Food	Of which exports % :	50.00
Industry :	Accessories	Of which domestic market % :	50.00
If other, please specify :	N/A	Production volume :	270,000 pieces per month
Product Group :	Arts, crafts and needlework	Production cost calculation :	No
If other, please specify :	N/A	Lost time injury calculation cost :	Yes
Product Type :	Hat		

Auditee's employment structure at the time of the audit			
Total number of workers :	45	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	10	35	
Temporary workers	0	0	
In management positions	2	0	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	2	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	10	35	
Production based workers	0	0	
With shifts at night	2	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 - 143084] Audit Date: 18/01/2019 PA Score: D

Deadline date:17/01/2020

GOOD PRACTICES:

None.

AREAS OF IMPROVEMENT:

The auditee had established social compliance policy and procedures based on BSCI standards. The General Manager is responsible for BSCI management system who understood BSCI requirements to ensure that the BSCI values and principles were followed. Internal audit was carried out on 10 December 2018. The auditee regularly conducted social compliance assessment to significant business partners. No zero tolerance findings were identified during the audit. However, gaps had been identified in the performance area.

被审核方基于BSCI标准建立起了一套社会责任政策和程序, 总经理负责管理BSCI系统。高级管理人员对BSCI要求有认知来确保遵循BSCI价值和原则。内审于2018年12月10日展开。被审方对重要商业伙伴进行了定期的社会责任评估。审核中未发现零容忍问题点。但是, 在该执行领域仍然存在差距。

1.1 - The social compliance management system in the audited facility need to improve to fully meet BSCI requirements since defects were found in some performance areas during this audit.

被审工厂的社会责任管理体系需要改善来完全符合BSCI要求, 因此次审核期间在一些执行领域发现缺陷。

1.4 - The auditee did not conduct workforce capacity and production cost calculation. Besides, monthly overtimes systematic violated legal limits.

被审方未进行劳动生产力及生产成本计算。此外, 月加班系统性违反法律限制。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 143084] Audit Date: 18/01/2019 PA Score: C

Deadline date:17/01/2020

GOOD PRACTICES:

None.

AREAS OF IMPROVEMENT:

The social compliance policy and procedures had been established based on BSCI standards. The auditee provided trainings on BSCI for worker representative, managers and other decision-makers. The auditee exchanged the information on workplace related issues with workers and their representatives. However, gaps had been identified in the performance area.

已经基于BSCI标准建立了社会责任政策和程序。被审核方提供了BSCI方面的培训给工人代表、经理以及其他决策者。被审核方就工作场所相关问题与工人及工人代表进行有效信息交换。但是, 在该执行领域仍然存在差距。

2.2 - The auditee did not set long term goals to protect employees.

被审方未设立长期目标保护员工。

2.5 - The auditee established grievance mechanism and placed a suggestion box in the facility for workers raising their complaints but it was noted that no grievance procedure was posted onsite.

被审方建立了申诉机制并且在厂区内放置了一个意见箱给员工投诉, 但审核发现未在现场张贴申诉流程。

Remarks from Auditee:

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

Full Audit [Audit Id - 143084] Audit Date: 18/01/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None.

AREAS OF IMPROVEMENT:

The factory had established freedom of association and collective bargaining work procedure, which stated that the factory respected workers' rights of freedom of association and collective bargaining. 1 worker representative was elected by workers themselves in June 2018, communication meeting records between the management and worker representatives were provided. The factory had established worker complaint control procedure and workers' suggestion handling procedure, the training about complaint system was provided to all employees.

工厂已经建立了自由结社和集体谈判工作程序, 程序表明工厂尊重员工自由结社和集体谈判的权利。由员工自己在2018年6月选举出了1名员工代表, 工厂提供了管理层与员工代表的沟通会议记录。工厂已经建立了员工投诉管理程序和员工建议处理程序, 工厂给全体员工提供了关于申诉体系的培训。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 143084] Audit Date: 18/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: The factory had established documented policies and procedures to prevent all kinds of discrimination. Documents indicated that employees had equal access to the working conditions. Workers would not be discriminated because of their race, religion, age, sex, disability and etc.; all workers had the same chance to be promoted, trained and paid; it was verified through interview that workers would not be disciplined, dismissed and discriminated because of their complaints. Currently no discrimination was reported. 工厂已经建立书面政策和程序文件来防止各种歧视。文件显示工人享受平等的工作条件。员工不会因为肤色、宗教、年龄、性别及残疾被歧视；所有工人有同等机会获得提升、培训和工资；通过员工访谈证实工人不会因其投诉而受到惩戒、罢免和歧视。当前并无员工汇报存在歧视的情况。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 143084] Audit Date: 18/01/2019 PA Score: B	Deadline date:17/01/2020
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: The local minimum wage policy was collected by the factory. The local minimum wage was set as RMB 1,800 per month. Based on the wage records from January to December 2018 provided by the factory, October, November and December 2018 as samples, wages were calculated by timely rate and issued on or before the 15th of the following month by cash. No illegal deduction was made from wage. Paid annual leave, sick leave, maternity leave and public holiday were defined in the employee handbook and provided for workers. However, gaps have been identified in implementation: 工厂收集了最低工资政策。当地最低工资是人民币1800元每月。根据工厂提供的2018年1月至12月的工资记录，其中2018年10月、11月和12月作为样本显示，员工的最低工资按照时薪计算并在下月15日之前通过现金方式支付。工资中无不当扣款。带薪年假、病假、产假、法定假在员工手册中已定义并且提供给员工。但是在执行的过程当中还是存在以下差距： 5.5 - Social insurance receipts of September, October and November 2018 were provided and reviewed. According to the receipt of November 2018, it was noted that no retiree/temporary, dispatch or newly joined employee during the recent 3 months but only 19 out of 45 permanent employees had purchased maternity, medical, retirement and unemployment insurance required by law. The percentage is about 42.22%. All employees had participated in work injury insurance. No other commercial insurance was purchased. As per interviews, reason for workers not joining the social insurance was that they did not willing to afford the individual parts of the social insurance. (China Labor Law, Article 72 and 73) 提供并查阅2018年9月、10月及11月的社保凭证。根据2018年11月的凭证显示，在最近这3个月期间没有退休/临时工、派遣工或新员工，但81名固定工人中仅16名缴纳了法律要求的5项社会保险。参保率约为19.75%。所有员工都参加了工伤保险。此外未购买其它商业保险。所以目前工厂的社会保险参保率低于前次的审核。根据访谈得知，工人不参加社会保险的原因是，他们不愿意支付社会保险中的个人部分。	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 143084] Audit Date: 18/01/2019 PA Score: D	Deadline date:17/01/2020
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: As per document review and management interview, no obvious peak season in bussiness. The attendance records from January 2018 to the audit day were provided for review. Auditor selected the attendance records of October, November and December 2018 as samples. The normal working hours were 8 hours per day and 40 hours per week. Workers rested on Sunday and could at least had one day off per week. Based on worker interview, the overtime work was voluntary. However, gaps had been identified in implementation. 依据所查看的文件及管理层访谈，工厂业务没有明显淡旺季。工厂提供了2018年1月至审核日的考勤。抽样月份为2018年10月、11月以及12月。正常工作时间是每天8小时每周40小时。工人在周日休息，可以每周至少休息一天。根据访谈，加班是自愿的。但是在执行的过程当中还是存在以下差距： 6.2 - According to the sampled attendance records of October, November and December 2018, it was noted that monthly overtime hours all exceeded legal limits. The maximum reached to 82 hours in December 2018. (PRC Labor Act, Article 41) 根据抽样2018年10月、11月及12月的考勤记录显示，月加班均超过法律限制。最大在2018年12月达到82小时。	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 143084] Audit Date: 18/01/2019 PA Score: B	Deadline date:31/03/2019
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: <p>The auditee established policies and procedures on occupational health and safety based on BSCI standards and local law requirements. Regular health and safety training was provided to employees on work station safety, machine safety, fire evacuation, use of firefighting equipments, use of PPE, etc. Fire drills were conducted twice per year and last drill was carried out in December 2018. All safety exits were unlocked. Evacuation plans were posted at production workshop. Emergency escape routes were installed with directional signs. Safety exits were installed with emergency lights and exit signs. Sufficient first aid supplies and first aiders were available at the factory. The illumination, space and sanitation in workplaces were adequate to ensure the health and safety of workers. No accommodation, canteen, kitchen and transportation was provided in the facility. However, gaps had been identified in implementation.</p> <p>工厂基于BSCI标准和当地法规对于职业健康和安全的标准建立了政策和程序。在工作场所安全、机器安全、消防疏散及消防器材使用、劳保用品使用等方面为工人提供了定期的职业健康培训给员工。消防演习一年进行2次,最近一次是在2018年12月进行。所有安全出口都没有被上锁。疏散图张贴在生产车间。应急通道有安装疏散指示标识,安全出口有安装应急灯和出口标识。工厂有足够的急救用品和急救员。工作场所和食堂的照明、空间、卫生足以确保工人的健康和安全的。厂内没有提供住宿、食堂、厨房和交通。但是在执行的过程当中还是存在以下差距:</p> <p>7.1 - The auditee established EHS management system but need to improve since some non-compliances were found in this performance area. 被审方建立了环境健康安全管理体系但需要改善因在此执行领域发现了一些不符合项。</p> <p>7.3 - The auditee did not provide occupational health check for workers in noisy and dusty conditions. (PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2017), Article 35) 被审方未给在噪声和粉尘环境下的工人提供职业健康体检。</p> <p>7.4 - The auditee identified potential risks in workplaces but no workers' representative was involved in. 被审方识别了工作场所的潜在风险但没有员工代表参与。</p> <p>7.6 - One worker in dusty working condition did not wear dust-proof mask but medical mask. (PRC Production Safety Law (2002), Article 37.) 一位在粉尘环境的工人佩戴的是医用口罩而非防尘口罩。</p> <p>7.13 - The factory has conducted periodical check on the electrical installations. However, electrical panels in workshop and warehouse were not installed with inner cover. (Safety code of electric power industry—Part1: Thermal and machine Article 3.5.5) 工厂有对电气设备进行定期检查。但是车间及仓库的配电箱没有安装内盖。</p> <p>7.16 - Evacuation plans were posted in workshops and warehouses but 3 were found not match the real facility layout. 车间和仓库都张贴了疏散平面图,但发现有3张不符合实际布局。</p> <p>7.25 - Space, sanitation and illumination in workshop and warehouse is acceptable but the auditee did not monitor temperature and humidity. 车间和仓库的空间、卫生和照明可以接受,但被审方没有监测温度和湿度。</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 143084] Audit Date: 18/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: <p>The auditee established policies and procedure to prevent from hiring child labor. The factory checked each new worker' ID when recruiting and employees' ID copies were kept. The factory provided relevant training to each worker to let them know age less than 16 years old was a child labor. Currently, the youngest worker was 22 years old in the factory.</p> <p>被审核方建立了政策和程序去防止雇佣到童工。招聘时工厂会查看每个新员工的身份证并保留了员工的身份证复印件。工厂给每一位工人提供了相关的培训,让他们知道年龄低于16周岁就是童工。当前最年轻员工的年龄为22岁。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 143084] Audit Date: 18/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: <p>The procedure regarding working conditions of young workers was established to handle young worker issue and minimize the risks. HR Specialist knew workers between 16 and 18 years old must be protected in job assigning, should be provided young worker health examination and registered in local labor bureau. Currently, there was no young worker at the factory.</p> <p>建立了针对未成年工作条件的程序去处理未成年工事项和降低风险。人事专员知道知道年龄16到18岁的工人必须在工作安排上进行保护,应该提供未成年体检以及在当地劳动局进行备案。当前工厂没有未成年员工。</p>	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 143084] Audit Date: 18/01/2019 PA Score: A	Deadline date:17/01/2020
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: The factory has established a policy based on BSCI standards and local law requirements to protect employment relationship. All hired workers signed labor contracts within one month with the audited factory and a copy of labor contracts was provided to workers. The contents on labor contracts were fully in compliance with local law on working hours, ways of payments, working condition protection, etc. However, gaps were identified in implementation. 工厂依据BSCI的标准和当地法规要求建立了包含雇佣关系的政策和程序。所有雇佣的员工都会与工厂在一个月内签订劳动合同并且会留一份劳动合同副本给员工。劳动合同的内容, 如工时, 支付方式, 工作保护等均完全符合当地法律。但是在执行过程中仍有不足。 10.1 - Labor contracts had been signed with all employees but social security was not provided for some employees, no precarious employment could not be guaranteed. 已和所有员工签订劳动合同, 但未给部分员工购买社会保险, 无法保障无不稳定的就业。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 143084] Audit Date: 18/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: The facility established formal policy to prohibit the forced labor, disciplinary measure or prison labor, relevant training were provided to the workers. There was no visible restriction with regard to freedom of movement within the site or to leave the site. Employees were free to leave after the work. No forced labor was used in the facility. No deposit money or ID card was required to be logged by personnel for seeking the job in this company. No personnel salary, benefits, property or documents were withheld by the facility to pressurize the workers to continue to work in case they were unwilling due to any reason. 工厂制定了禁止强迫劳动、惩戒措施或监狱劳动的政策, 并对工人进行了相关培训。对于在厂内活动或离开工厂的自由没有限制。员工下班后可以自由离开。工厂没有强迫劳动的现象。无因获得工作而需要支付押金、扣押证件。企业无扣押员工薪资、福利、财产以迫使员工在非自愿的情况下继续工作。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 143084] Audit Date: 18/01/2019 PA Score: B	Deadline date:17/01/2020
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: The auditee had established environmental management policy and procedures which included environment impact assessment, conformity assessment regards to environmental law, environment issue grievance, etc. The auditee had identified and assessed the environmental impact factors for its operations. And EIR form was provided for review as well. However, gaps were identified in implementation. 被审核方有建立环境政策, 其中包括环境影响的评估, 环保法规符合性识别评估, 环保问题申诉等。被审核方有对其在运营中环境影响的因素进行识别和评估。并且环境影响登记表也有提供审阅。但在执行过程中存在不足。 12.3 - The factory did not provide the approval document for on-site inspection and acceptance of completed environmental protection facilities for review. (Article 9 of the Regulations on Environmental Protection Check and Acceptance for Completed Construction Project) 工厂未提供建设项目竣工环境保护验收文件审阅。	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 143084] Audit Date: 18/01/2019 PA Score: A	Deadline date:17/01/2020
GOOD PRACTICES: None.	
AREAS OF IMPROVEMENT: The facility established its policy and procedure against any act of ethical behavior based on BSCI value and principle. Based on onsite observation and documents and records review, no unethical business practices was observed. And the electric attendance system was also affirmed by the workers interview and checking. However, gaps were identified in implementation. 工厂基于BSCI价值和原则建立了商业道德规范政策与程序。根据现场观察和所提供的文件，记录的审阅，当前审核没有发现不道德商业行为。电子考勤通过员工访谈和验证得以确认。但在执行过程中仍存在不足。 13.1 - The factory has established a policy based on BSCI principle on ethical business behavior, but the reward mechanism for ethical behavior and integrity was not covered. 工厂基于BSCI原则建立了商业道德规范政策，但没有建立鼓励商业道德行为的奖励机制。	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	18/01/2019	143084	D	C	A	A	B	D	B	A	A	A	A	B	A	C

Producer Photos



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



Photo of fire safety equipment
Firefighter station.JPG



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



External photo(s) of the production unit(s)
Facility overview.JPG



Photo of fire safety equipment
Lit directional sign.JPG



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



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



Photo of non-conformity
NC - Electrical panels were not installed with inner cover.JPG



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



External photo(s) of the production unit(s)
House number.JPG

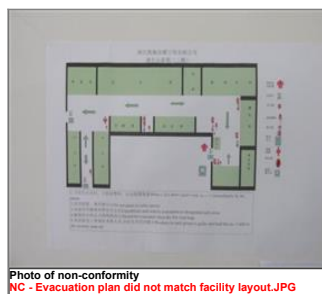


Photo of non-conformity
NC - Evacuation plan did not match facility layout.JPG



Photo of the inside of the main production hall
Packing and finished goods storage.JPG



Photo first aid facilities
First aid.JPG

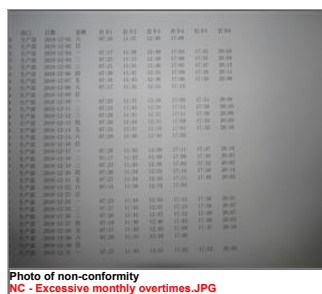


Photo of non-conformity
NC - Excessive monthly overtime.JPG



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



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



Photo of non-conformity
NC - Insufficient social insurance coverage.JPG



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



Photo of fire safety equipment
Emergency exits.JPG



Photo of non-conformity
NC - No reference procedure was posted.JPG



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



Photo of fire safety equipment
Fire equipments.JPG



Photo of non-conformity
NC - Worker in dusty working condition did not wear dust-proof mask but medical mask.JPG



Photo of the sanitary facilities
Drinking water.JPG



Photo of fire safety equipment
Fire hydrant testing.JPG



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



Photo of the sanitary facilities
Toilet.JPG