

---

Auditee :	<b>Kaierlai Sports Goods CO. LTD</b>
Audit Date From :	<b>23/12/2019</b>
Audit Date To :	<b>23/12/2019</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>BureauVeritas</b>
Auditor's Name(s) :	<b>Jack Yang(Lead)</b>
Auditing Branch (if applicable) :	

---



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
Access [www.bsciplatform.org](http://www.bsciplatform.org), for entitled users only.

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.

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																																							
<p style="text-align: center;"><b>A</b> <b>Very Good</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated A</li> <li>• No Performance Areas rated C, D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p style="text-align: center;"><b>B</b> <b>Good</b></p>	<ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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																													
<p style="text-align: center;"><b>C</b> <b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p style="text-align: center;"><b>D</b> <b>Insufficient</b></p>	<ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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																													
<p style="text-align: center;"><b>E</b> <b>Unacceptable</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p style="text-align: center;"><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

**Main Auditee Information**

Name of producer :	<b>Kaierlai Sports Goods CO. LTD</b>		
DBID number :	<b>385888</b>		
Audit ID :	<b>171181</b>		
Address :	<b>Kaierlai Building, Pengtian Industrial Park, Shishi</b>		
Province :	<b>Fujian</b>	Country :	<b>China</b>
Management Representative :	<b>Mr. Lin Jianshan/Plant Manager</b>		
Contact person:	<b>Huishao Cai</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Apparel</b>
Product Type :	<b>Garments</b>		

**Audit Details**



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<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 : 23/12/2020	

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
C	B	A	A	B	D	B	A	A	A	A	A	A

**Executive summary of audit report**

The factory's Chinese name was 石狮市凯而来体育用品有限公司, with the Uniform Social Credit Co. 91350581611934363Q. The factory address was Kaierlai Building, Pengtian Industrial Park, Shishi City, Fujian Province. (Chinese address 福建省石狮市彭田工业区凯而来大厦)  
 Remark: The factory's address printed on its business license was Pengtian Industrial Park, Lingxiu, Shishi City (石狮市灵秀彭田工业区), which was a little different from the address registered on the BSCI platform. However, the two descriptions reflected the same location.

This factory was established on January 2nd, 1998. The factory specialized in manufacturing garments. The main production processes including cutting, sewing, ironing, inspection, and packing. The factory consisted of one 9-storey production building. There was neither canteen nor dormitory provided to the workers in this factory. The total construction areas of the factory were about 11,000 square meters.  
 Remark: There were three dormitory rooms located on the 5F of the production, which were provided to the top management.

There was a total of 67 employees in this factory, including 10 non-production employees and 57 production employees. There were 33 male employees and 34 female employees. The youngest employee working in the factory was 29 years old. Almost all employees were at present on the audit day.

The workers in this facility used fingerprint recognition system to record their working hours. The normal workweek was from Monday to Friday, with the administrative personal and all the workers worked in one single eight hour shift per day and working times were 8:00-12:00 & 14:00-18:00. Workers sometimes did an additional two hours of overtime on normal working days (19:00-21:00) and eight hours of overtime on Saturdays. There was no obvious peak season month in this factory. The workers' wages were calculated by hourly rate. The factory paid wages to its employees in cash at the end of the following month.

A review of 20 sample population employees' records (5 samples' attendance records and payrolls from current paid month October 2019, 5 samples' attendance records and payrolls from August 2019, 5 samples' attendance records and payrolls from February 2019, and additional 5 samples' attendance records from November 2019), it was noted that the lowest wages paid to employees was RMB 12.07 per hour, which was higher than the local minimum wage of RMB 8.62 per hour effective from July 1st of 2017. The factory paid overtime premiums to all the employees based on 150% and 200% of normal wage for overtime done on normal working days and rest days respectively. It was noted that the maximum overtime hours were 2 hours per day and 58 hours per month. The maximum weekly working hours were 54 hours per week and the maximum consecutive working days were 6 days.

According to the social insurance payment receipts of November 2019 provided by factory management, it was noted that only 10 out of 67 (15%) employees were provided with pension insurance, 8 out of 67 (12%) employees were provided with unemployment insurance, and 13 out of 67 (19%) employees were provided with accident insurance, medical insurance, and maternity insurance in November 2019. No commercial insurance was provided to the workers.

The attendance records were cross-checked against production records and confidential interviews were conducted with 5 employees from different departments. No inconsistencies regarding working hours were found.

An opening meeting was held with the factory representatives Mr. Lin Jianshan/plant manager and Mr. Zhang Yongjun/workers' representative. At the end of the audit, a closing meeting was held with factory representatives and all of the findings were disclosed. Mr. Lin Jianshan/plant manager, accepted the findings and signed the corrective action plan.

Remark:  
 1. There are no contractors used by the auditee, which makes the contractor license/permit not applicable.  
 2. There are no agencies used by the auditee, which makes the agency labour contract not applicable.  
 3. There are no government waivers issued to the auditee, which makes the government waivers not applicable.  
 4. There are no collective bargaining agreements in the auditee, which makes the collective bargaining agreements not applicable.  
 5. Audit Company: Bureau Veritas Consumer Products Service  
 Audit Company APSCA Number: 11600002  
 Lead Auditor Name: Jack Yang, APSCA Number: RA 21701903

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Kaierlai Sports Goods CO. LTD</b>	Legal status :	<b>Limited Company</b>
Local Name :	石狮市凯而来体育用品有限公司 (91350581611934363Q)	Year in which the auditee was founded :	<b>1998</b>
Address :	<b>Kaierlai Building, Pengtian Industrial Park,</b>	Contact person (please select) :	<b>Huishao Cai</b>
Province :	<b>Fujian</b>	Contact's Email :	<b>benison@kaierlai.com</b>
City :	<b>Shishi</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>None</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>None</b>
GPS coordinates :	<b>24°43'2"N, 118°36'6"E</b>	Total turnover (in Euros) :	<b>3840000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :	<b>N/A</b>	Production volume :	<b>10,000 pieces per month</b>
Product Group :	<b>Apparel</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :	<b>N/A</b>	Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>Garments</b>		

<b>Auditee's employment structure at the time of the audit</b>		
Total number of workers :	<b>67</b>	Total number of workers in the production unit to be monitored (if applicable) :
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>
Permanent workers	<b>33</b>	<b>34</b>
Temporary workers	<b>0</b>	<b>0</b>
In management positions	<b>8</b>	<b>2</b>
Apprentices	<b>0</b>	<b>0</b>
On probation	<b>0</b>	<b>0</b>
With disabilities	<b>0</b>	<b>0</b>
Migrants (national citizens)	<b>21</b>	<b>24</b>
Migrants (foreign citizens)	<b>0</b>	<b>0</b>
Workers on the permanent payroll	<b>33</b>	<b>34</b>
Production based workers	<b>0</b>	<b>0</b>
With shifts at night	<b>0</b>	<b>0</b>
Unionised	<b>0</b>	<b>0</b>
Pregnant	<b>-</b>	<b>0</b>
On maternity leave	<b>-</b>	<b>0</b>

**Finding Report**



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

1- Followup Audit [Audit Id - 171181] Audit Date: 23/12/2019 PA Score: C

Deadline date:22/12/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The main auditee partially respects this principle (Social Management System and Cascade Effect) because: The auditee had collected the laws and regulations on the social compliance and established social compliance policies, procedures, manuals, and organization structure to implement BSCI code of conduct. Mr. Lin Jianshan/plant manager was appointed to be responsible for the implementation of BSCI values and principles. The auditee has established a system to select and monitor its significant business partners' social accountability, which including communication of BSCI COC & TOI to them and conducting internal social audits regularly. The auditee conducted social compliance internal audits regularly and the latest internal audit was conducted on March 18th of 2019. However, the auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and employees had worked in excess of the statutory overtime hour limits.

受审核方部分尊重BSCI关于管理系统方面的要求，原因：被审核方收集了社会责任相关的法律和法规，并建立了社会责任政策，程序，手册及组织架构来执行BSCI行为准则，任命厂长Mr. 林建山负责该行为准则的实施。工厂对重要的商业合作伙伴建立了系统的选择和评价系统，包括签订BSCI行为守则、内审等来进行定期监控。工厂定期进行社会责任方面的内审，最近一次社会责任内审是在2019年3月18日进行的。但是，被审核方没有组织合适的劳动力以达到交付订单的预期要求，造成员工的加班时间超过了法定的标准。

- 1.4 - Previous Finding: The factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery order and/or contracts, so that employees' overtime hours exceeded legal limit. BSCI Code of Conduct: The auditee should organize its workforce capacity to meet the expectations of the delivery order and/or contracts. Factory management represented that they would take corrective action as soon as possible. Corrective Action Not Taken: It was noted that the auditee's workforce capacity was not properly organized to meet the expectations of the delivery order. According to the time records provided by the auditee, the employees had worked in excess of the statutory overtime hour limits. This violated BSCI 1.4

前次问题：审核发现工厂没有足够的员工或者进行良好的生产组织来达成交付订单和/或合同预期，以至于员工月加班超出法律规定。BSCI行为守则：被审核方（生产商）组织其劳工来达成交付订单和/或合同预期和要求。工厂表示会尽快做出整改。未改善：审核发现，被审核方没有组织合适的劳动力以达到交付订单的预期要求。根据被审核方提供的工时记录发现，员工加班时间超出了法律要求。根据BSCI 1.4要求改善。

**Remarks from Auditee:**

None

Full Audit [Audit Id - 142108] Audit Date: 08/01/2019 PA Score: C

Deadline date:08/07/2019

**Good practices**

None

**Areas of improvement**

The main auditee partially respects this principle because: The auditee had set and publicly started their mission, vision, and objectives, which also referred to BSCI Code of Conduct. Besides, the auditee had set up a management system to implement the BSCI Code of Conduct. A senior manager had been appointed to ensure the BSCI values and principles were followed in a satisfactory manner. Furthermore, the auditee communicated this Code to all employees by various training and bulletin board and to their suppliers by training. However, gap was identified in implementation.

被审核方部分尊重BSCI的本条原则，原因是：被审核方已经设置并公开开始了他们关于BSCI的行为准则的使命，愿景和目标。此外，被审核方建立了一个管理系统来实现BSCI的行为准则。被审核方任命一名高级经理，以令人满意的方式确保BSCI的价值观和原则，并且有通过各种培训和公告将此行为准则传达给员工和供应商。但是，工厂在BSCI体系执行上仍存在差距。

- 1.4 - The factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery order and/or contracts, so that employees' overtime hours exceeded legal limit. BSCI Code of Conduct: The auditee should organize its workforce capacity to meet the expectations of the delivery order and/or contracts. Factory management represented that they would take corrective action as soon as possible.

审核发现工厂没有足够的员工或者进行良好的生产组织来达成交付订单和/或合同预期，以至于员工月加班超出法律规定。BSCI行为守则：被审核方（生产商）组织其劳工来达成交付订单和/或合同预期和要求。工厂表示会尽快做出整改。

**Remarks from Auditee**

None

<b>Performance Area 2 : Workers Involvement and Protection</b>	
1- Followup Audit [Audit Id - 171181] Audit Date: 23/12/2019 PA Score: B	Deadline date:22/02/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The main auditee partially respects this principle (Workers Involvement and Protection) because: The management exchanged information on work-related issues with workers or their representative regularly. The factory management posted the BSCI COC in the workshops to make workers aware of their rights and responsibilities. The effective grievance mechanism was established. The workers were aware of their legal benefits. The long term goals were defined to protect workers as according to BSCI requirement. However, part of the interviewed employees were not aware of the BSCI principles.</p> <p>受审核方部分尊重BSCI关于员工参与和保护方面的要求，原因：管理层定期与员工和员工代表就工作相关事宜进行沟通交换信息，也在车间张贴了BSCI行为守则来确保员工知晓其权利和义务。工厂建立了有效的申诉机制，员工了解其应该享受的法定的福利待遇。工厂根据BSCI要求定义长期的目标以保护员工。但是，员工不了解BSCI原则要求。</p> <p><b>2.4 -</b> Previous Finding: The factory had provided training on BSCI Code of Code of Conduct to all employees and BSCI COC was also posted onsite for employees' reference. However, the workers or worker representatives were not well aware of BSCI Code of Conduct. BSCI Code of Conduct: The auditee builds sufficient competence to successfully embed responsible practices in the business operation. This refers to managers, workers and workers representatives. Factory management represented that they would take corrective action as soon as possible. Corrective Action Not Taken: Through employee interviews, including workers' representative, it was noted that 40% of the interviewed employees were not aware of the BSCI code of conduct. This violated BSCI 2.4.</p> <p>前次问题：工厂有对所有员工进行了BSCI行为守则培训，并且现场张贴了BSCI行为守则供员工阅读，但是，工人及工人代表对BSCI行为守则认识不够充分。BSCI行为守则：被审核方（生产商）充分培养下列人士的能力，以便在业务经营中成功结合责任规范，包括经理、工人和工人代表。工厂表示会尽快做出整改。未改善：通过员工和员工代表访谈得知40%的访谈员工不了解BSCI的行为守则。根据BSCI 2.4要求改善。</p>	
<b>Remarks from Auditee:</b> none	
Full Audit [Audit Id - 142108] Audit Date: 08/01/2019 PA Score: A	Deadline date:08/03/2019
<b>Good practices</b> None	
<b>Areas of improvement</b> <p>The main auditee partially respects this principle because: The auditee had defined long-term goals to protect workers according to BSCI COC. The regular meeting between the management staffs and worker were held in the factory, suggestion box was provided in the factory. Trainings on the requirements of BSCI Code of Conduct were provided to workers. BSCI Code of Conduct was also provided onsite for employees' reference. However, gap was identified in implementation.</p> <p>被审核方部分尊重BSCI的本条原则，原因是：被审核方按照BSCI要求设立长期目标按照BSCI的要求保护员工。被审核方定期举行管理层和员工会议，并且设置了意见箱。被审核方为员工提供了关于BSCI行为准则要求相关培训。现场有张贴了BSCI行为守则供员工阅读。但是，工厂在BSCI体系执行上仍存在差距。</p> <p><b>2.4 -</b> The factory had provided training on BSCI Code of Code of Conduct to all employees and BSCI COC was also posted onsite for employees' reference. However, the workers or worker representatives were not well aware of BSCI Code of Conduct. BSCI Code of Conduct: The auditee builds sufficient competence to successfully embed responsible practices in the business operation. This refers to managers, workers and workers representatives. Factory management represented that they would take corrective action as soon as possible.</p> <p>工厂有对所有员工进行了BSCI行为守则培训，并且现场张贴了BSCI行为守则供员工阅读，但是，工人及工人代表对BSCI行为守则认识不够充分。BSCI行为守则：被审核方（生产商）充分培养下列人士的能力，以便在业务经营中成功结合责任规范，包括经理、工人和工人代表。工厂表示会尽快做出整改。</p>	
<b>Remarks from Auditee</b> None	

<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
1- Followup Audit [Audit Id - 171181] Audit Date: 23/12/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。	
<b>Remarks from Auditee:</b> N/A	
Full Audit [Audit Id - 142108] Audit Date: 08/01/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The main auditee fully respects this principle because: Written policy on freedom of association and collective bargaining was established, and communicated to all workers by training. The worker representatives were selected by workers. The interviewed workers confirmed that the auditee respected their right to freely elect their representatives. Right of association or collective bargaining was not restricted. 被审核方完全尊重BSCI的本条原则，原因是：被审核方建立了自由结社及集体谈判的书面政策，通过培训的方式传达给了所有员工。被访谈的员工确认工厂尊重员工自由选举了员工代表的权利。自由结社和集体谈判的权利未受到限制。	
<b>Remarks from Auditee</b> None	
<b>Performance Area 4 : No Discrimination</b>	
1- Followup Audit [Audit Id - 171181] Audit Date: 23/12/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。	
<b>Remarks from Auditee:</b> N/A	
Full Audit [Audit Id - 142108] Audit Date: 08/01/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The main auditee fully respects this principle because: No discrimination was noted in the factory, the auditee had established Non-discrimination policy and procedure. Workers came from different provinces of China. During worker interviews, it was found that there was no unequal, abuse, unusual disciplinary practices, and there were no preference on the religion, origin, political affiliation or age, gender or social background. 被审核方完全尊重BSCI的本条原则，原因是：工厂未发现歧视，被审核方已建立了禁止歧视政策和管理程序，工人来自中国的不同的省份。访谈中员工反映在被审核方工厂里，没有不平等，虐待，不寻常的纪律处分，且没有对宗教，出身，政治派别或年龄，性别或社会背景有偏见。	
<b>Remarks from Auditee</b> None	



<b>Performance Area 5 : Fair Remuneration</b>	
1- Followup Audit [Audit Id - 171181] Audit Date: 23/12/2019 PA Score: B	Deadline date:22/12/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The main auditee partially respects this principle (Fair Remuneration) because: The policy and procedure on compensation and benefits were established and communicated to employees through training and posting the relevant documents at workplace. The legal minimum wage standard was posted in the workshops. The auditee paid wages to its employees in a timely, regularly, and fully manner. The factory paid overtime premiums to the workers as according to the law requirement. The factory paid the workers basic salary which based on their positions and skills to achieve the fair remuneration. However, the factory provided social insurance to part of the workers, but not all the workers.</p> <p>受审核方部分尊重BSCI关于公平报酬方面的要求, 原因: 被审核方建立了薪酬和福利待遇的政策和程序, 并通过培训和张贴相关文件在车间的方式告知员工。车间张贴了当地的最低工资标准。被审核方将工资按时, 定期, 全额发放给员工。工厂按照法律要求支付员工加班费。工厂基于工人的职位和技能来定的基本工资, 以达到公平报酬的目的。但是工厂提供社保给部分员工, 而不是提供给所有的员工。</p> <p><b>5.5 -</b> Previous Finding: According to the social insurance payment receipt provided by factory management, it was noted that 10 out of 82 employees (12.21%) were provided with accident insurance and pension insurance, 8 out of 82 employees (9.76%) were provided with unemployment insurance, 13 out of 82 employees (15.85%) were provided with medical insurance and maternity insurance in November 2018. In accordance with Article 73 of the Labor Law of the People's Republic of China The factory did not provide commercial accident insurance to employees. No social insurance waiver was obtained. Factory management represented that they could not provide all five types of insurances to all employees currently and would take corrective action as soon as possible. Corrective Action Not Taken: According to the social insurance payment receipts of November 2019 provided by factory management, it was noted that only 10 out of 67 (15%) employees were provided with pension insurance, 8 out of 67 (12%) employees were provided with unemployment insurance, and 13 out of 67 (19%) employees were provided with accident insurance, medical insurance, and maternity insurance in November 2019. No commercial insurance was provided to the workers. This violated Article 73 of the Labor Law of the People's Republic of China. The policy on the legal benefits for the workers which including the social insurance was established. All the employees in this factory were permanent workers and no temporary workers were employed in this factory. The factory explained that they could not provide social insurance to all the workers but would increase the coverage of social insurance.</p> <p>前次问题: 审核员发现工厂的社会保险覆盖不足。根据厂方提供的2018年11月社会保险缴费单据显示工厂为10/82名员工(12.21%)购买了工伤保险和养老保险, 为8/82名员工(9.76%)购买了失业保险, 为13/82名员工(15.85%)购买了医疗保险和生育保险。根据《中华人民共和国劳动法》第73条工厂没有为员工购买商业意外保险。工厂没有获得社保批文。工厂表示暂时未能对所有员工提供五险, 将会尽快做出整改。未改善: 根据2019年11月社保单显示, 工厂为10/67(15%)名员工购买养老保险, 为8/67(12%)名员工购买失业保险, 为13/67(19%)名员工购买工伤保险, 医疗保险, 和生育保险。工厂没有为员工购买商业保险。根据《中华人民共和国劳动法》第73条改善。关于员工享受的法定福利包括社会保险的政策有建立。工厂所有工人都是固定工人, 没有临时工。工厂解释无法为全部员工购买社保, 但是会逐步增加购买的比例。</p>	
<b>Remarks from Auditee:</b> None	
Full Audit [Audit Id - 142108] Audit Date: 08/01/2019 PA Score: B	Deadline date:08/07/2019
<b>Good practices</b> None	
<b>Areas of improvement</b> <p>The main auditee partially respects this principle because: The minimum wage in the factory was compliance with local government's minimum wage. The auditee had paid overtime wages in accordance with legal requirement. The wages were paid in a timely manner. Besides, pay stubs were also provided to employees. No deduction was used as disciplinary practices. The normal wages paid to employees could meet local living wage standard. Social insurance was provided to partial employees. The auditee had provided other legal benefits such as paid maternity leave, paternity leave, paid statutory holidays, etc.</p> <p>被审核方部分尊重BSCI的本条原则, 原因是: 被审核方支付的最低工资满足当地政府的最低工资标准, 并且, 按照法规要求支付加班工资。工资及时发放, 并且有给员工工资清单。未使用工资扣款作为纪律规定。工厂支付给员工的正常工资可以满足当地生活工资水平。被审核方为部分员工提供社会保险福利。被审核方为员工提供了法律规定的其他福利, 如: 带薪产假, 带薪陪产假, 带薪年假等。</p> <p><b>5.5 -</b> According to the social insurance payment receipt provided by factory management, it was noted that 10 out of 82 employees (12.21%) were provided with accident insurance and pension insurance, 8 out of 82 employees (9.76%) were provided with unemployment insurance, 13 out of 82 employees (15.85%) were provided with medical insurance and maternity insurance in November 2018. In accordance with Article 73 of the Labor Law of the People's Republic of China The factory did not provide commercial accident insurance to employees. No social insurance waiver was obtained. Factory management represented that they could not provide all five types of insurances to all employees currently and would take corrective action as soon as possible.</p> <p>审核员发现工厂的社会保险覆盖不足。根据厂方提供的2018年11月社会保险缴费单据显示工厂为10/82名员工(12.21%)购买了工伤保险和养老保险, 为8/82名员工(9.76%)购买了失业保险, 为13/82名员工(15.85%)购买了医疗保险和生育保险。根据《中华人民共和国劳动法》第73条 工厂没有为员工购买商业意外保险。工厂没有获得社保批文。工厂表示暂时未能对所有员工提供五险, 将会尽快做出整改。</p>	
<b>Remarks from Auditee</b> None	

<b>Performance Area 6 : Decent Working Hours</b>	
1- Followup Audit [Audit Id - 171181] Audit Date: 23/12/2019 PA Score: D	Deadline date:22/12/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The main auditee partially respects this principle (Decent Working Hours) because: The auditee established the working hour policy as according to labor law and BSCI Code of Conduct and relevant trainings were provided to all employees. The normal workweek was from Monday to Friday, with the normal working hours were 8 hours per day and 40 hours per week. Workers sometimes worked overtime for 2 hours at night (19:00-21:00) and eight hours on Saturdays. All workers rested on Sundays. The auditee paid overtime premium to workers as according to labor law requirement. The factory grants workers the right to resting breaks in the working days and leaves the factory freely when their shifts end. However, the overtime hours exceed the legal requirement of not exceeding the 36 hours overtime per month.</p> <p>受审核方部分尊重BSCI关于体面工作时间方面的要求, 原因: 被审核方根据劳动法法和BSCI行为守则要求制定了工作时间政策, 并提供相关的培训给所有的员工。员工正常上班时间为周一至周五, 每天8小时和每周40小时。员工晚上偶尔加班2个小时(19:00-21:00), 周六加班8个小时。周日都休息不上班。工厂按照劳动法的要求支付员工加班费。工厂保证员工上班有正常的休息时间以及下班后可以自由地离开工厂。但是被审核方员工的加班时间超出了法规要求的每月加班不超过36小时的规定。</p> <p><b>6.2 -</b> Previous Finding: It was noted that 27 out of 41 sample population employees worked in excess of the statutory overtime hour limits. A review of 41 sample population employees' time records (12 samples from current paid month of November 2018, 12 samples from random month of June 2018, 12 samples from random month of February 2018, 5 samples from most recent completed month of December 2018) yielded the following: a) 10 (selected from various departments) out of 12 sample population employees' monthly overtime in November 2018 reached 52 hours, b) 12 (selected from various departments) out of 12 sample population employees' monthly overtime in June 2018 reached 40 to 66 hours, c) 5 (selected from various departments) out of 5 sample population employees' monthly overtime in December 2018 reached 52 hours, which exceeded the legal limit of 36 hours per month. In accordance with Article 41 of the Labor Law of the PRC Employees could refuse to work for overtime freely, without penalty. Employees were compensated with overtime wage in accordance with legal requirement. Factory management represented that they would take corrective action as soon as possible. Corrective Action Not Taken: It was noted that 15 out of 20 sample population employees worked in excess of the statutory overtime hour limits. A review of 20 sample time records (5 samples from February 2019, 5 samples from August of 2019, 5 samples from current paid month October 2019, and 5 samples from November 2019) yielded the following: • 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 58 hours) in August 2019, which was not in compliance with the legal requirement; • 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 52 hours) in October 2019, which was not in compliance with the legal requirement; • 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 58 hours) in November 2019, which was not in compliance with the legal requirement; This violated Article 41 of the Labor Law of the PRC. The policy on the working hours including overtime hours was established but no one was assigned to monitoring the workers' working hours.</p> <p>前次问题: 根据厂方提供的工时记录, 审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工资和考勤记录中抽取41个样本(从最近工资支付月份2018年11月, 从随机月份2018年6月, 从随机月份2018年2月各抽取12个样本, 从最近考勤完整月份2018年12月抽取5个样本), 发现共有27名员工加班时间超出了法定标准, 具体为: a) 10/12名抽样员工在2018年11月的加班时间为52小时, b) 12/12名抽样员工在2018年6月的加班时间为40-66小时, c) 5/5名抽样员工在2018年12月的加班时间为52小时, 超过每月加班时间不能超过36小时的法律规定。根据《中华人民共和国劳动法》第41条。员工可以自由地拒绝加班工作, 没有被处罚。工厂按照法规要求支付了加班费。工厂表示会尽快做出整改。未改善: 根据厂方提供的工时记录, 审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工资和考勤记录中抽取20个样本(其中从2019年2月抽取5个, 从2019年8月抽取5个, 从最近已发工资月份2019年10月抽取5个, 从2019年11月份抽取5个), 发现共有15名员工加班时间超出了法定标准, 具体为: • 5/5名员工在2019年8月的加班时间为58小时, 超过每月加班时间不能超过36小时的法律规定; • 5/5名员工在2019年10月的加班时间为52小时, 超过每月加班时间不能超过36小时的法律规定; • 5/5名员工在2019年11月的加班时间为58小时, 超过每月加班时间不能超过36小时的法律规定; 根据《中华人民共和国劳动法》第41条改善。工厂关于上班时间包括加班时间的政策有建立, 但是没有指定相关人员来监督工人的上班时间。</p>	
<b>Remarks from Auditee:</b> None	
Full Audit [Audit Id - 142108] Audit Date: 08/01/2019 PA Score: D	Deadline date:08/07/2019
<b>Good practices</b> None	
<b>Areas of improvement</b> <p>The main auditee partially respects this principle because: The auditee respected local law and ILO requirement related to regular working hours. Regular working hours were Monday to Friday with 8 hours per day. The auditee adopted biometric face detection and fingerprint system to record employees' working hours. The maximum monthly overtime was 66 hours while maximum daily overtime was 2 hours. The auditee would ensure employee obtained at least 1 day off after 6 days consecutive working days. Factory admitted that they were unable to control the overtime hours within local law limit, but they granted workers the right to resting breaks in every working day, and meanwhile they had clearly communicated working hour policy to all employees through employee handbook. Interviewed employees confirmed that they could choose to OT or not. Besides, the auditee had paid overtime wages in accordance with law requirement.</p> <p>被审核方部分尊重BSCI的本条原则, 原因是: 被审核方尊重当地法规和ILO规定的关于工作时间的规定。员工正常工作时间是周一到周五, 每天8小时。被审核方采取人脸识别和指纹卡系统记录员工的工作时间。员工月最大加班时间为66小时, 日最大加班时间为2小时。被审核方确保员工连续工作6天后会有至少1天的休息日。工厂承认目前无法完全做到加班时间控制在法律规定范围内, 但是, 赋予工人在工作日休息的权利, 同时, 通过员工手册向员工传达了工厂关于工作时间的政策。面谈的员工证实加班是自愿的。并且, 被审核方按照法规要求支付了加班工资。</p> <p><b>6.2 -</b> It was noted that 27 out of 41 sample population employees worked in excess of the statutory overtime hour limits. A review of 41 sample population employees' time records (12 samples from current paid month of November 2018, 12 samples from random month of June 2018, 12 samples from random month of February 2018, 5 samples from most recent completed month of December 2018) yielded the following: a) 10 (selected from various departments) out of 12 sample population employees' monthly overtime in November 2018 reached 52 hours, b) 12 (selected from various departments) out of 12 sample population employees' monthly overtime in June 2018 reached 40 to 66 hours, c) 5 (selected from various departments) out of 5 sample population employees' monthly overtime in December 2018 reached 52 hours, which exceeded the legal limit of 36 hours per month. In accordance with Article 41 of the Labor Law of the PRC Employees could refuse to work for overtime freely, without penalty. Employees were compensated with overtime wage in accordance with legal requirement. Factory management represented that they would take corrective action as soon as possible.</p> <p>根据厂方提供的工时记录, 审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工资和考勤记录中抽取41个样本(从最近工资支付月份2018年11月, 从随机月份2018年6月, 从随机月份2018年2月各抽取12个样本, 从最近考勤完整月份2018年12月抽取5个样本), 发现共有27名员工加班时间超出了法定标准, 具体为: a) 10/12名抽样员工在2018年11月的加班时间为52小时, b) 12/12名抽样员工在2018年6月的加班时间为40-66小时, c) 5/5名抽样员工在2018年12月的加班时间为52小时, 超过每月加班时间不能超过36小时的法律规定。根据《中华人民共和国劳动法》第41条。员工可以自由地拒绝加班工作, 没有被处罚。工厂按照法规要求支付了加班费。工厂表示会尽快做出整改。</p>	

Remarks from Auditee

None

**Performance Area 7 : Occupational Health and Safety**

1- Followup Audit [Audit Id - 171181] Audit Date: 23/12/2019 PA Score: B

Deadline date:22/02/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The main auditee partially respects this principle (Occupational Health and Safety) because: The auditee had collected the laws and regulations on occupational health and safety and established the relevant policies and procedures. Health and safety trainings including drills were provided to all workers and management to enforce their awareness. Fire drills were conducted twice a year and the latest two fire drills were conducted on August 16th of 2019 and February 28th of 2019. The auditee had taken certain measures to protect employees' health and safety. Firefighting equipment such as emergency lights, exit signs, fire extinguishers, fire hydrants, fire alarms, and etc. were installed and well maintained in this factory, monthly checks were conducted for firefighting equipment. Through the onsite testing, it was confirmed that all the firefighting equipment were functional. Workers know how to evacuate during an emergency and know how to use firefighting equipment. Occupational health examinations were provided to relevant works for free every year. First aid kits, clean drinking water, and clean toilets, and etc. were provided to employees in the workshops for free of use. However, health and safety issues such as PPE, electricity safety, machine safety, etc. were noted during this audit. Remark: There was no canteen, no transportation, or dormitory provided in this factory.

受审核方部分尊重BSCI关于职业健康方面的要求, 原因: 被审核方收集了职业健康安全相关的法律和法规, 并制定了职业健康安全的政策和程序。被审核方提供定期的培训和演习来提高管理人员和员工的意识。每年进行两次消防演习, 最近两次消防演习在2019年8月16号和2019年2月28号。被审核方采取了一定的措施来保护员工的健康安全。现场安装了应急灯、安全出口标志、灭火器、消防栓, 消防警铃等消防设施, 并每月进行检查。通过现场测试证实, 所有消防器材都处于有效状态。员工熟悉紧急情况下如何疏散并且使用消防设施。工厂每年免费提供职业病体检给相关员工。车间配备了药箱、清洁的饮水、干净的厕所等设施。但此次审核仍然存在个别的健康安全例如劳保用品, 电力安全, 机器设备安全, 等等。备注: 工厂没有提供餐厅, 交通, 或者宿舍给员工。

**7.2 - Previous Finding:** According to the social insurance payment receipt provided by factory management, it was noted that 10 out of 82 employees (12.21%) were provided with accident insurance in November 2018. The factory did not provide commercial accident insurance to employees. In accordance with Article 73 of the Labor Law of the People's Republic of China Factory management represented that they would take corrective action as soon as possible. Corrective Action Not Taken: According to social insurance payment receipts of November 2019, it was noted that only 13 out of 67 employees (19%) were provided with insurance of work-related injury, but not 100% of the employees. No commercial insurance was provided to the employees. This violated BSCI 7.2.

前次问题: 审核员发现工厂的社会保险覆盖不足。根据厂方提供的2018年11月社会保险缴费单据显示工厂为10/82名员工(12.21%)购买了工伤保险。工厂没有为员工购买商业意外保险。根据《中华人民共和国劳动法》第73条 工厂表示会尽快做出整改。未改善: 根据2019年11月份社保单据显示, 工厂为13/67 (19%) 名员工提供了工伤保险, 而不是为100%的员工提供工伤保险。工厂没有为员工购买商业保险。根据BSCI 7.2改善。

**7.5 - Previous Finding:** It was noted that the factory had provided on-post occupational health checks to 1 employee who worked in contact with dust in the cotton filling workshop. However, the employee was not provided with occupational health check before he took the post. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases Factory management represented that they would take corrective action as soon as possible. Corrective Action Not Taken: It was noted that the factory provided the occupational health checks to the employees in cotton-filling workshop who were in contact with dusts yearly. However, the occupational health checks were not provided to those employees before they take the posts. This violated Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.

前次问题: 审核员发现工厂有为充棉车间1名接触粉尘的员工提供了在岗期间的职业健康检查, 但是, 没有为这名员工提供岗前职业健康检查。根据《中华人民共和国职业病防治法》第35条 工厂表示会尽快做出整改。未改善: 审核员发现厂方有每年为在充棉车间接触粉尘的员工提供职业病体检, 但工厂并没有组织这些员工在上岗前进行职业病体检。根据《中华人民共和国职业病防治法》第35条改善。

**7.6 - Previous Finding:** It was noted that 2 out of 2 employees using alcohol in the inspection workshop on the 2nd floor of production building were not wearing rubber gloves or masks. In accordance with Article 42 of Law of the People's Republic of China on Production Safety Factory management had provided relevant PPEs to employees for free of charge. However, some employees were not willing to wear the provided PPEs. Per factory tour, the cutting worker in cutting workshop was wearing metal gloves when handling the scissor. Factory management represented that they would take corrective action as soon as possible. Corrective Action Not Taken: It was noted that 2 out of 2 workers who were dealing with chemicals (thinner) in the inspection workshop were not wearing rubber gloves or activated-carbon masks while working. This violated Article 42 of Law of the People's Republic of China on Production Safety.

前次问题: 审核员发现生产楼2楼检验车间2/2名使用酒精的员工没有佩戴橡胶手套和口罩。根据《中华人民共和国安全生产法》第42条 工厂有为员工免费提供了相关劳保用品, 但是, 部分员工不愿意佩戴。裁床车间使用电剪的员工在操作时有佩戴钢丝手套。工厂表示会尽快做出整改。未改善: 审核发现, 检验车间2/2名接触化学品(天那水)的工人没有佩戴橡胶手套和活性炭口罩工作。根据《中华人民共和国安全生产法》第42条改善。

**7.9 - Previous Finding:** It was noted that warning signs was marked on all electricity boxes in the factory. However, the warning signs were made of flammable material. In accordance with Article 2-7, 6.2 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008 All electricity boxes were installed with protective covers. Factory management represented that they would take corrective action as soon as possible.

Corrective Action Not Taken: It was noted that 1 out of 5 electrical switches boxes in the sewing workshop was not posted with warning sign. This violated Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008 Corrective Action Taken: The warning signs posted on other electrical switches boxes were made of nonflammable materials.

前次问题: 审核员发现工厂所有的配电箱都由张贴了警示标识, 但是, 配电箱张贴的警示标识是由易燃材料制作的。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7, 6.2 工厂所有的配电箱都有安装保护盖。工厂表示会尽快做出整改。未改善: 审核发现缝纫车间1/5个电开关箱没有张贴警示标志。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7改善。已改善: 其它电箱张贴的警示标识由不可燃的材料制作的。

**7.11 - Previous Finding:** It was noted that factory management was only able to provide the copy of the fire acceptance check for production buildings for review, the original document was unavailable. In accordance with Article 13 of the Construction Project Fire Safety Supervision and Management Regulation Each production floor was equipped with sufficient firefighting equipment such as fire extinguisher, fire hydrants, exit signs, emergency lights, etc. Besides, at least two evacuation stairs was available on each floor. Factory management represented that they would take corrective action as soon as possible. Corrective Action Taken: During the follow-up audit, the factory had provided the copy document of the fire acceptance check for the production building for audit. The factory explained that the original document was kept in the government department and the copy document was confirmed to be real.

前次问题: 审核员发现工厂只提供了厂房的消防验收合格证明复印件, 未能提供原件供查看。根据《建设工程消防监督管理规定》第13条 生产楼每个楼层都配备了足够的消防设施, 如: 灭火器, 消防栓, 安全出口标识, 应急灯等, 并且每个楼层都有2个疏散楼梯。工厂表示会尽快做出整改。已改善: 跟进审核中, 工厂提供了消防验收合格证明的复印件给与审核。工厂解释, 原件保存在政府部门, 复印件确认过, 真实有效。

**7.13 - New Finding:** It was noted that 1 out of 5 electrical switches box in the sewing workshop was not equipped with a safety cover. This violated Article 6.7 of the General Guide for Safety of Electric User (GB/T13869-2008)

新问题: 审核发现缝纫车间1/5处电开关盒未安装保护盖。根据《用电安全导则GB/T13869-2008》第6.7条。

**7.17 - Previous Finding:** It was noted that 15 out of 40 sewing machines being used in the sewing workshops on the 4th and 5th floor of production building were not installed with needle guards, besides, 4 out of 4 bartack machines were not installed with eye protective guards. In accordance with Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene The factory had established the machine operation management procedure, relevant employees were provided with machine operation training. All sewing machines were installed with pulley

	<p>guards. No injury happened in the factory in the past year. Factory management represented that they would take corrective action as soon as possible. Corrective Action Not Taken: It was noted that 10 out of 50 flat sewing machines in the sewing workshop were not equipped with needle guards, 3 out of 50 sewing machines in the sewing workshop were not equipped with upper pulley guards, and 1 out of 3 overlocking sewing machine was not installed with eye-protector (resin plate). This violated Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene</p> <p>前次问题: 审核员发现生产楼4楼和5楼车缝车间15/40台正在使用的针车没有安装针挡, 并且, 4/4台打枣车没有安装护目挡板。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条 工厂有建立机器操作安全管理程序, 并且对员工提供了机器操作培训。所有的针车都安装了皮带轮保护罩。最近一年工厂没有发生工伤。工厂表示会尽快做出整改。未改善: 审核员发现缝制车间10/50台平车没有安装针挡, 3/50台缝制机没有安装上皮带轮保护罩, 1/3台包缝机没有安装护目装置(树脂挡板)。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条改善。</p> <p><b>7.22 -</b> Previous Finding: It was noted that the stalls in the male's toilets in the production area were not equipped with private device such as doors to protect employees' privacy. BSCI Code of Conduct: The auditee provides workers with clean washing facilities, changing rooms and toilets that are respectful of local customs. The factory had provided clean toilets for employees, besides, soap and napkin were provided. Toilets were separated by gender. Factory management represented that they would take corrective action as soon as possible. Corrective Action Taken: Through the factory tour, it was confirmed that all the toilets in this factory had been installed with private doors to protect employees' privacy. 前次问题: 审核员发现生产区域男员工洗手间的厕格没有安装门, 以保护员工隐私。BSCI行为守则: 被审核方(生产商)为工人提供尊重当地习俗的干净的洗涤设施、更衣室和洗手间。工厂为员工提供了干净的洗手间, 并且, 配备了洗手液和纸巾。洗手间按照性别分开。工厂表示会尽快做出整改。已改善: 通过现场巡视证实, 工厂所有的厕所都有安装隐私门以保护员工隐私。</p> <p><b>7.23 -</b> N/A. There was no transportation provided in this factory.</p> <p><b>7.24 -</b> Previous Finding (this finding was moved from 7.12 in previous report): It was noted that top management staffs' dormitory rooms were placed in partial areas on 3rd, 4th and 5th of the 9-storey production building (One room per floor). In accordance with Article 3.3.5 of the Code for design of building fire protection and prevention (GB50016-2014) Employees' lives might be threatened in case of fire accident if they lived in the production building. Only three top management staffs lived inside. Per factory tour, each production floor was equipped with sufficient firefighting equipment such as fire extinguisher, fire hydrants, exit signs, emergency lights, evacuation floor plans, etc. Besides, at least two evacuation stairs was available on each floor. The evacuation passages and safety exits were kept free of obstruction. Factory management represented that they would take corrective action as soon as possible. Corrective Action Not Taken: It was noted that dormitories were located inside the production building on the 5th floor of the production building. There were 3 dormitory rooms on the 5th floor of the production building with total 3 top management staffs living in. This violated Article 3.3.5 of the Code for design of building fire protection and prevention (GB50016-2014). 前次问题(此问题由前次报告7.12移到此处): 审核员发现工厂1栋9层厂房的3楼, 4楼, 5楼各有一个房间用作高级管理人员宿舍。根据《建筑设计防火规范(GB50016-2014)》第3.3.5条 生产楼 内部设置员工宿舍, 可能会导致在火灾情况下, 危及住宿人员的人身安全。只有3名高级管理人员住在里面。经现场查看, 生产楼每个楼层都配备了足够的消防设施, 如: 灭火器, 消火栓, 安全出口标识, 应急灯, 逃生示意图等, 并且每个楼层都有2个疏散楼梯。工厂的疏散通道和安全出口都保持畅通。工厂表示会尽快做出整改。未改善: 审核员发现工厂生产楼5楼设置高级管理人员宿舍, 该宿舍共有3个房间, 居住3名高级管理人员。根据《建筑设计防火规范(GB50016-2014)》第3.3.5条, 员工宿舍严禁设置在厂房内。</p>
	<p><b>Remarks from Auditee:</b> None</p>
	<p>Full Audit [Audit Id - 142108] Audit Date: 08/01/2019 PA Score: D <span style="float: right;">Deadline date:08/03/2019</span></p>
	<p><b>Good practices</b> None</p>
	<p><b>Areas of improvement</b></p> <p>The main auditee partially respects this principle because: The auditee had made its own health and safety regulations and rules based on the legal requirements and BSCI Code of Conduct and also established OHS committee. A risk assessment was conducted throughout the facility. The factory had appointed specialized management staff to take charge of the OHS affairs and provided periodical health and safety training to workers regarding such as medical emergency treatment, PPE usage, chemical safety, machine operation, fire drill exercises and etc. Furthermore, the factory provided a safe and comfortable working environment to workers: installing sufficient fire equipment, inspecting the fire equipment and facilities on a monthly basis, providing sufficient toilets, first aid kits, and qualified drinking water, and etc. However, gap was identified in implementation.</p> <p>被审核方部分尊重BSCI的本条原则, 原因是: 被审核方根据法律要求以及BSCI的要求建立了健康安全规定和守则, 同时也建立了环境健康安全委员会。被审核方对整个厂区由进行风险评估。工厂委任专门的管理层代表负责健康安全事宜并定期给员工举行关于健康安全的培训, 比如医疗救护培训、个人防护用品培训、化学品安全培训、机器设备操作培训、消防演习等。另外, 工厂给员工提供了安全的工作环境, 比如提供了足够的消防设备、对消防设备和器材等每月进行检查、提供了足够的洗手间、急救药箱、合格的饮用水等。但是, 工厂在BSCI体系执行上仍存在差距。</p> <p><b>7.2 -</b> According to the social insurance payment receipt provided by factory management, it was noted that 10 out of 82 employees (12.21%) were provided with accident insurance in November 2018. The factory did not provide commercial accident insurance to employees. In accordance with Article 73 of the Labor Law of the People's Republic of China Factory management represented that they would take corrective action as soon as possible. 审核员发现工厂的社会保险覆盖不足。根据厂方提供的2018年11月社会保险缴费单据显示工厂为10/82名员工(12.21%)购买了工伤保险。工厂没有为员工购买商业意外保险。根据《中华人民共和国劳动法》第73条 工厂表示会尽快做出整改。</p> <p><b>7.5 -</b> It was noted that the factory had provided on-post occupational health checks to 1 employee who worked in contact with dust in the cotton filling workshop. However, the employee was not provided with occupational health check before he took the post. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases Factory management represented that they would take corrective action as soon as possible. 审核员发现工厂有为充棉车间1名接触粉尘的员工提供了在岗期间的职业健康检查, 但是, 没有为这名员工提供岗前职业健康检查。根据《中华人民共和国职业病防治法》第35条 工厂表示会尽快做出整改。</p> <p><b>7.6 -</b> It was noted that 2 out of 2 employees using alcohol in the inspection workshop on the 2nd floor of production building were not wearing rubber gloves or masks. In accordance with Article 42 of Law of the People's Republic of China on Production Safety Factory management had provided relevant PPEs to employees for free of charge. However, some employees were not willing to wear the provided PPEs. Per factory tour, the cutting worker in cutting workshop was wearing metal gloves when handling the scissor. Factory management represented that they would take corrective action as soon as possible. 审核员发现生产楼2楼检验车间2/2名使用酒精的员工没有佩戴橡胶手套和口罩。根据《中华人民共和国安全生产法》第42条 工厂有为员工免费提供的相关劳保用品, 但是, 部分员工不愿意佩戴。裁床车间使用电剪的员工在操作时有佩戴钢丝手套。工厂表示会尽快做出整改。</p> <p><b>7.11 -</b> It was noted that factory management was only able to provide the copy of the fire acceptance check for production buildings for review, the original document was unavailable. In accordance with Article 13 of the Construction Project Fire Safety Supervision and Management Regulation Each production floor was equipped with sufficient firefighting equipment such as fire extinguisher, fire hydrants, exit signs, emergency lights, etc. Besides, at least two evacuation stairs was available on each floor. Factory management represented that they would take corrective action as soon as possible. 审核员发现工厂只提供了厂房的消防验收合格证明复印件, 未能提供原件供查看。根据《建设工程消防监督管理规定》第13条 生产楼每个楼层都配备了足够的消防设施, 如: 灭火器, 消火栓, 安全出口标识, 应急灯等, 并且每个楼层都有2个疏散楼梯。工厂表示会尽快做出整改。</p>

- 7.12 -** It was noted that top management staffs' dormitory rooms were placed in partial areas on 3rd, 4th and 5th of the 9-storey production building (One room per floor). In accordance with Article 3.3.5 of the Code for design of building fire protection and prevention (GB50016-2014) Employees' lives might be threatened in case of fire accident if they lived in the production building. Only three top management staffs lived inside. Per factory tour, each production floor was equipped with sufficient firefighting equipment such as fire extinguisher, fire hydrants, exit signs, emergency lights, evacuation floor plans, etc. Besides, at least two evacuation stairs was available on each floor. The evacuation passages and safety exits were kept free of obstruction. Factory management represented that they would take corrective action as soon as possible.  
 审核员发现工厂1栋9层厂房的3楼, 4楼, 5楼各有一个房间用作高级管理人员宿舍。根据《建筑设计防火规范(GB50016-2014)》第3.3.5条 生产楼内部设置员工宿舍, 可能会导致在火灾情况下, 危及住宿人员的人身安全。只有3名高级管理人员住在里面。经现场查看, 生产楼每个楼层都配备了足够的消防设施, 如: 灭火器, 消火栓, 安全出口标识, 应急灯, 逃生示意图等, 并且每个楼层都有2个疏散楼梯。工厂的疏散通道和安全出口都保持畅通。工厂表示会尽快做出整改。
- 7.13 -** It was noted that warning signs was marked on all electricity boxes in the factory. However, the warning signs were made of flammable material. In accordance with Article 2-7, 6.2 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008 All electricity boxes were installed with protective covers. Factory management represented that they would take corrective action as soon as possible.  
 审核员发现工厂所有的配电箱都由张贴了警示标识, 但是, 配电箱张贴的警示标识是由易燃材料制作的。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7, 6.2 工厂所有的配电箱都有安装保护盖。工厂表示会尽快做出整改。
- 7.17 -** It was noted that 15 out of 40 sewing machines being used in the sewing workshops on the 4th and 5th floor of production building were not installed with needle guards, besides, 4 out of 4 bartack machines were not installed with eye protective guards. In accordance with Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene The factory had established the machine operation management procedure, relevant employees were provided with machine operation training. All sewing machines were installed with pulley guards. No injury happened in the factory in the past year. Factory management represented that they would take corrective action as soon as possible.  
 审核员发现生产楼4楼和5楼车缝车间15/40台正在使用的针车没有安装针挡, 并且, 4/4台打枣车没有安装护目挡板。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条 工厂有建立机器操作安全管理程序, 并且对员工提供了机器操作培训。所有的针车都安装了皮带轮保护罩。最近一年工厂没有发生工伤。工厂表示会尽快做出整改。
- 7.22 -** It was noted that the stalls in the male's toilets in the production area were not equipped with private device such as doors to protect employees' privacy. BSCI Code of Conduct: The auditee provides workers with clean washing facilities, changing rooms and toilets that are respectful of local customs. The factory had provided clean toilets for employees, besides, soap and napkin were provided. Toilets were separated by gender. Factory management represented that they would take corrective action as soon as possible.  
 审核员发现生产区域男员工洗手间的厕格没有安装门, 以保护员工隐私。BSCI行为守则: 被审核方(生产商)为工人提供尊重当地习俗的干净的洗涤设施、更衣室和洗手间。工厂的为员工提供了干净的洗手间, 并且, 配备了洗手液和纸巾。洗手间按照性别分开。工厂表示会尽快做出整改。
- 7.23 -** Remark: No transportation was provided by the auditee.  
 备注: 被审核方没有提供交通给员工。

Remarks from Auditee  
None

**Performance Area 8 : No Child Labour**

1- Followup Audit [Audit Id - 171181] Audit Date: 23/12/2019 PA Score: A Deadline date:

GOOD PRACTICES:  
None

AREAS OF IMPROVEMENT:  
 No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.  
 前次审核中该执行领域未发现问题的点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。

Remarks from Auditee:  
N/A

Full Audit [Audit Id - 142108] Audit Date: 08/01/2019 PA Score: A Deadline date:

Good practices  
None

Areas of improvement  
 The main auditee fully respects this principle because: The auditee had established adequate robust age-verification mechanisms as part of recruitment process. The auditee had established adequate remedial policies and procedures to provide for further protection in case children are found to be working. The auditee would check the applicant's ID during recruitment process to ensure that no child was hired. The auditee also maintained all employees' personnel files including ID copies. The auditee management representatives knew clearly about the policy. No child labour or history child labour found in this factory.  
 被审核方完全尊重BSCI的本条原则, 原因是: 被审核方已经建立了有效的年龄识别机制作为员工招聘的流程。建立了童工补救政策和程序应对一旦童工出现需采取应对方案。被审核方在招聘过程中会检查应聘者的身份证, 确保没有聘用童工, 同时, 保留了所有员工的人事档案, 包含身份证复印件。被审核方管理层清楚该政策。本次审核没有发现童工及历史童工。

Remarks from Auditee  
None

<b>Performance Area 9 : Special protection for young workers</b>	
1- Followup Audit [Audit Id - 171181] Audit Date: 23/12/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。	
<b>Remarks from Auditee:</b> N/A	
Full Audit [Audit Id - 142108] Audit Date: 08/01/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The main auditee fully respects this principle because: The auditee had set up the social policy and procedures on young workers' protection and also conducted risk assessment for young workers. Although there was no young worker working in the factory currently, the auditee had a clear understanding that young workers were more vulnerable than most workers and stipulated a series of protection rules for young workers, such as, young workers should be adequately protected against any harmful working condition, should not be engaged in night shifts, should have access to effective grievance mechanism, and should be properly trained on OHS, etc. 被审核方完全尊重BSCI的本条原则，原因是：被审核方建立了有关未成年工保护的社会责任政策和程序，并针对未成年工人做了风险评估。尽管被审核方目前没有使用未成年工，但对于未成年工的保护仍有充分的认知，且制定了一系列的未成年工保护规定，比如：不得安排未成年工从事有毒有害的工作，不得安排未成年工上晚班，需要给未成年工提供有效的申诉渠道，需要给未成年工提供有关健康安全的培训，等等。	
<b>Remarks from Auditee</b> None	
<b>Performance Area 10 : No Precarious Employment</b>	
1- Followup Audit [Audit Id - 171181] Audit Date: 23/12/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。	
<b>Remarks from Auditee:</b> N/A	
Full Audit [Audit Id - 142108] Audit Date: 08/01/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The main auditee fully respects this principle because: The auditee had set up hiring procedures and provided orientation training to workers about their legal rights and responsibilities regarding such as wages and benefits, working hours, occupational health and safety, disciplinary measures, etc. As per documents review, on-site observation and worker interviews, it was noted that there were no temporary workers, home workers or students at school ages hired by the factory and the factory also did not use dispatched workers. At the same time, the factory signed labor contracts with all workers and also provided copies of the labor contracts to all workers. 被审核方完全尊重BSCI的本条原则，原因是：被审核方建立了招聘程序并给新进员工提供了关于合法权利与义务的入职培训，比如有关工资福利、工作时间、职业健康安全、惩戒措施等。通过文件审核，现场审核以及员工访谈，发现被审核方没有使用临时员工、家庭工人以及学生工，所有员工都是被审核方直接招聘，没有使用劳务派遣工。同时，被审核方和所有员工都签订了劳动合同并给员工提供了一份劳动合同副本。	
<b>Remarks from Auditee</b> None	

<b>Performance Area 11 : No Bonded Labour</b>	
1- Followup Audit [Audit Id - 171181] Audit Date: 23/12/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。	
<b>Remarks from Auditee:</b> N/A	
Full Audit [Audit Id - 142108] Audit Date: 08/01/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The main auditee fully respects this principle because: Based on site tour, document review and interview, the auditee didn't limit the employees' freedom including resignation or ask for leave from the factory. The inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse never occurred. There was no prison labour or forced labour. No ID card or wage was withheld by factory. It was observed that workers were working without pressure. Disciplinary measures were all reasonable: Verbal warning, warning letter and termination. 被审核方完全尊重BSCI的本条原则, 原因是: 基于现场走访, 文件评估和访谈, 被审核方没有限制员工的自由, 包括离职或请假。工人从未受到不人道或有辱人格的待遇、体罚、精神或肉体胁迫和/或辱骂。工厂里没有监狱劳工或强迫劳动。工厂没有扣留工人的身份证和工资。员工在工厂里没有压力。处罚措施是合理的, 处罚措施包括: 口头警告, 警告信和解雇。	
<b>Remarks from Auditee</b> None	
<b>Performance Area 12 : Protection of the Environment</b>	
1- Followup Audit [Audit Id - 171181] Audit Date: 23/12/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。	
<b>Remarks from Auditee:</b> N/A	
Full Audit [Audit Id - 142108] Audit Date: 08/01/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The main auditee fully respects this principle because: The auditee had established written environmental protection procedure and designated a specific person to collect and update environmental laws to respect law requirements. Environmental Impact Assessment Report and the approval document were provided for review. During plant tour, it was found waste was not dumped in natural environments, or burned on open fires. No obvious pollution was found in this factory. The factory did not receive any fines from local environment bureau ever since. 被审核方完全尊重BSCI的本条原则, 原因是: 被审核方建立了相关的环境方针政策, 并且有指定专人进行环境法律法规收集和更新, 来保证遵守当地的法律要求。被审核方提供环评报告和批复, 竣工验收文件供查阅, 现场参观未发现废弃物直接倾倒入自然环境中或者明火燃烧。现场未发现明显污染现象。工厂从来没有收到过当地环保部门的处罚。	
<b>Remarks from Auditee</b> None	



<b>Performance Area 13 : Ethical Business Behaviour</b>	
1- Followup Audit [Audit Id - 171181] Audit Date: 23/12/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。	
<b>Remarks from Auditee:</b> N/A	
Full Audit [Audit Id - 142108] Audit Date: 08/01/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The main auditee fully respects this principle because: The auditee had developed policy and procedure against any act of corruption, extortion or bribery in their business. The training on ethics and integrity were performed for workers and managers. The information provided by the auditee was accurate and no inconsistency or falsify was noted. The auditee had established procedure to collect, use and process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. 被审核方完全尊重BSCI的本条原则，原因是：被审核方建立方针政策反对任何形式的商业贿赂，勒索和腐败。并给工人和管理层执行道德和诚信方面的培训。被审核方提供的信息是准确的，没有发现不一致和虚假资料。被审核方建立了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。	
<u>Remarks from Auditee</u> 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	23/12/2019	171181	C	B	A	A	B	D	B	A	A	A	A	A	A	C
Full Audit	08/01/2019	142108	C	A	A	A	B	D	D	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)  
BSCI Code of Conduct.JPG



External photo(s) of the production unit(s)  
Cutting Workshop.JPG



External photo(s) of the production unit(s)  
Emergency Evacuation Map.JPG



External photo(s) of the production unit(s)  
Emergency Lights and Exit Sign.JPG



External photo(s) of the production unit(s)  
Emergency Lights Testing.JPG



External photo(s) of the production unit(s)  
Fingerprint Recognition System.JPG



External photo(s) of the production unit(s)  
Fire Alarm Testing.JPG



External photo(s) of the production unit(s)  
Fire Alarm.JPG



External photo(s) of the production unit(s)  
Fire Extinguishers.JPG



External photo(s) of the production unit(s)  
Fire Hydrant Testing.JPG



External photo(s) of the production unit(s)  
Fire Hydrant.JPG



External photo(s) of the production unit(s)  
First Aid Kit.JPG



External photo(s) of the production unit(s)  
Inspection and Packing Workshop.JPG



External photo(s) of the production unit(s)  
Main Gate and Factory Name.JPG



External photo(s) of the production unit(s)  
NC Closed for PA 7-22 Toilets Installed with Private  
Doors.JPG



External photo(s) of the production unit(s)  
**NC PA 7-17 Sewing Machine not Installed with Needle Guard.JPG**



External photo(s) of the production unit(s)  
**NC PA 7-17 Sewing Machine not Installed with Pulley Guard.JPG**



External photo(s) of the production unit(s)  
**NC PA 7-24 Management Dormitory in Production Building.JPG**



External photo(s) of the production unit(s)  
**NC PA 7-6 Workers Dealing Chemicals not Wearing Rubber Gloves or Mask.JPG**



External photo(s) of the production unit(s)  
**NC PA 7-9 7-13 Switches Box not Posted with Warning Sign or Installed with Safety Cover.JPG**



External photo(s) of the production unit(s)  
**PPE-Steel Mesh Glove.JPG**



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



External photo(s) of the production unit(s)  
**Raw Materials Warehouse.JPG**



External photo(s) of the production unit(s)  
**Sewing Workshop.JPG**



External photo(s) of the production unit(s)  
**Suggestion Box.JPG**



External photo(s) of the production unit(s)  
**Switches Box Posted with Nonflammable Warning Sign.JPG**



External photo(s) of the production unit(s)  
**Water-Drinking Area.JPG**