
Auditee :	Taizhou Chengxuan Glasses Co., Ltd
Audit Date From :	23/10/2017
Audit Date To :	24/10/2017
Expiry Date of the Audit :	Please refer to the producer profile in the BSCI platform
Auditing Company :	BSI (BSI GROUP INDIA PRIVATE LIMITED)
Auditor's Name(s) :	Liang Wang(Lead)
Auditing Branch (if applicable) :	BSI Management Systems Certification (Beijing) Co., Ltd



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



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></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><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>A</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>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> </table>	A	A	A	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	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing 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	A	A	A	B	B	B	B																																	
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<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></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><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>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></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>B</td><td>C</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	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
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<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></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>C</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>C</td><td>D</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>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
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<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></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>D</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>D</td><td>E</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
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D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></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><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><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><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	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	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	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	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Main Auditee Information



Name of producer :	Taizhou Chengxuan Glasses Co., Ltd		
DBID number :	373543		
Audit ID :	110477		
Address :	Xiaotian Industrial Zone, Duqiao Town, Lianhai County, Taizhou Taizhou		
Province :	Zhejiang	Country :	China
Management Representative :	Mr. Tan Ruqing/ General Manager		
Contact person:	Ruqing Tan	Sector :	Non-Food
Industry Type :	Accessories	Product group :	Glassware (eyewear)
Product Type :	Glassware (eyewear)		

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
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 : 24/10/2018

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	B	A	A	C	D	B	A	A	A	A	B	A

Executive summary of audit report

Opening meeting and Closing meeting: Full audit for Taizhou Chengxuan Glasses Co., Ltd (台州市城轩眼镜有限公司(统一社会信用代码: 91331082MA28GQXE0R)), located at Xiaotian Industrial Zone, Duqiao Town, Linhai County, Taizhou, Zhejiang, China was conducted on October 23, 2017. After arrival, the auditor was greeted by Mr. Tan Ruqing, General Manager, and his management team. An opening meeting was held to explain the audit process, including document review, EHS walkthrough and employee interview. A full assessment was granted immediately. Mr. Tan Ruqing signed his name on the COC and TOI. The facility management is cooperative during the whole assessment process.

By the end of the assessment, a closing meeting was held with the facility management team. All the findings and suggestions were clearly explained to management. The facility management was receptive to the findings. Mr. Tan Ruqing signed his name on the Corrective Action Plan and agreed with the deadline for the CAP. The auditor also reminded the facility that they should submit the Remediation Plan into the BSCI Platform within 60 days.

General Information: The facility was established on October 10, 2016. The facility rent half of a four-floor production building from Zhejiang Jialong Decoration Material Co., Ltd. No canteen or dormitory is provided by the facility. The total area was around 2100 square meters. There were 32 employees including 4 management staff and 28 workers in the facility currently. No security guard or cleaning worker was hired in the facility. There were 20 male employees (63%) and 12 female employees (37%). The ethnic background of management was mainland China, and production workers were all mainland Chinese. 28 employees were from other provinces. Their regular work days were from Monday to Friday with 8 hours per day. The facility used fingerprint scan system to register workers' attendance status. The working hours for all the employees were from 7:30am to 11:30am and from 1:00pm to 5:00pm. Regular overtime hours were conducted from 6:00pm to 8:00pm, once to five times per week when necessary. Saturday overtime hours were conducted for 8 hours. No Sunday work was conducted in the reviewed months. The longest consecutive working day was 6 days. The workers were paid by monthly rate of at least RMB 1700, which is higher than the local minimum wage standard of RMB 1660 per month / (RMB 1470 per month before November 2015). The employees were paid on around 30th of each month for the previous calendar month by cash, which meet the legal requirements. As per facility management, there is no apparent peak season and the most recent payment cycle is August 2017. 3 samples in June 2017, 3 samples in July 2017 and 4 samples in August 2017 were selected this time. Currently, none of 32 employees were covered by endowment insurance, medicare insurance, unemployment insurance, child-bearing insurance and work-related injury insurance. No employees were provided with commercial accident insurance, either.

The facility specialized in the manufacture of glasses. According to the management, their capacity was about 200000 pieces per month. Production activities included injection, polishing, painting, handwork and packing. No subcontractors were used for production process.

Employee Interview: This time 10 workers were sampled for interview. In the interview process, they were honest. Their testimonies regarding working hours and wage information were in compliance with that reflected on the provided documents. They also reported that the working environment was clean, organized and well lit. No any kind of discrimination regarding age, gender or other personal characteristics was reported by the interviewees. As reported, no deposit upon hire or documents withheld existed in the facility. The employees had free access to restrooms and drink water. All the employees were free to leave the facility after their shifts. No any kind of forced labor was detected in the facility. All the interviewees appeared content with the current working environment.

Ratings Summary



Auditee's background information			
Auditee's name :	Taizhou Chengxuan Glasses Co., Ltd	Legal status :	Limited Company
Local Name :	台州市城轩眼镜有限公司(统一社会信用代码: 91331082MA28GQXE0R)	Year in which the auditee was founded :	2016
Address :	Xiaotian Industrial Zone, Duqiao Town, Lianhai County, Taizhou	Contact person (please select) :	Ruqing Tan
Province :	Zhejiang	Contact's Email :	980905177@qq.com
City :	Taizhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	N/A
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	N 28°43'28";E 121°34'8"	Total turnover (in Euros) :	1280000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Accessories	Of which domestic market % :	0.00
If other, please specify :		Production volume :	200000 pieces per month
Product Group :	Glassware (eyewear)	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Glassware (eyewear)		

Auditee's employment structure at the time of the audit		
Total number of workers :	32	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	20	12
Temporary workers	0	0
In management positions	4	0
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	20	8
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	20	12
Production based workers	16	12
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 110477] Audit Date: 23/10/2017 PA Score: D

Deadline date:23/04/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee has established one complete and effective management system to implement the BSCI code of conduct. Senior manager is available to ensure all values are strictly followed. Besides, the auditee has tried their best to supervise the social compliance status of all major suppliers by requesting them to do self-assessment, to sign back the social compliance commitment forms and BSCI code of conduct and terms of implementation. Based on satisfactory evidence, the main auditee partially respects this principle because:

工厂建立了完善和有效的管理体系来确保工厂遵守BSCI行为准则。同时工厂任命了高级管理者代表来负责BSCI方面事务确保所有条款都有严格实施。此外,工厂尽力去监管主要供应商包括要求供应商签回社会责任承诺书,自评表和BSCI行为准则以及行为准则执行条款。但是工厂并没有完全尊重BSCI的本条原则:

- 1.1 - Through document review, management, workers representative & employees' interview, the factory had set up some management procedures to implement the BSCI Code of Conduct, but not all policies were properly implemented, such as the overtime hours exceeded legal limit.
工厂建立了确保BSCI有效实施的管理制度,但是不是所有制度都得以有效实施,比如加班时间超时。
- 1.4 - Through document review, management, workers representative & employees' interview, it was noted that the factory had established the production capacity calculation procedure, but did not conduct the production capacity calculation.
工厂建立了产能评估的程序,但没有进行产能评估。

Remarks from Auditee:

Accept

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 110477] Audit Date: 23/10/2017 PA Score: B

Deadline date:23/04/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on the BSCI code of conduct, the auditee has set up their mission, objective and policy on worker involvement and protection. Besides, the auditee has provided trainings regarding grievance mechanism to all workers. Satisfactory evidence has been showed that workers are freely and publicly to elect worker representative for once a year. Employees can report grievance through suggestion box, or email anonymously. With regard to the reported cases, the HR department will take time to handle the issues and no retaliation will be made. Relevant documents are maintained and provided for review. Based on satisfactory evidence, the main auditee partially respects this principle because:

工厂依据BSCI的行为准则建立了员工参与和保护的方针政策和程序文件。此外,工厂为所有员工提供了关于申诉机制方面培训。令人满意的证据表明员工每年至少有一次公开选举员工代表。同时员工可以通过意见箱,和邮箱来匿名申诉。对于所有上报的案例,工厂人事部门会负责后续事宜调查和处理,举报员工不会被打击报复。相关文件都有保留和提供查看。但是工厂并没有完全尊重BSCI的本条原则:

- 2.4 - Through document review, management, workers representative & employees' interview, it was noted the facility posted the BSCI Code of Conduct publicly, provided BSCI training with all employees. However, the managers and the workers representatives were not quite aware of BSCI values and principles.
工厂有提供进行关于社会责任的培训的记录,有张贴BSCI的行为准则,但是管理人员和员工代表并不知道社会责任的要求和BSCI的要求。
- 2.5 - Through document review, management, workers representative & employees' interview, the established grievance mechanism was not including all interested parties, only for internal part.
工厂建立的申诉机制没有包含所有利益相关方,只是对工厂内部适用。

Remarks from Auditee:

Accept

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

Full Audit [Audit Id - 110477] Audit Date: 23/10/2017 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee fully fulfill the requirements of this performance area. Based on the BSCI code of conduct, the auditee has set up their mission, objective and policy on the rights of freedom of association and collective bargain. Besides, the auditee has provided trainings to all workers regarding freedom of association and collective bargain. Satisfactory evidence has been showed that workers are freely to elect worker representatives. Workers can interact with the worker representatives without interruption. All employees are not discriminated whether they are worker representatives or not.

对工厂的全面审查发现工厂完全尊重该条款的要求。工厂依据BSCI的行为准则建立了自由结社方面和集体谈判权的方针政策和程序文件。此外工厂为所有员工提供了这方面的培训。令人满意的证据表明员工可以自由选举员工代表。员工可以不受干扰的和员工代表进行交流。此外所有员工无论他们是否是员工代表都不会受到歧视。

Remarks from Auditee:

None

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 110477] Audit Date: 23/10/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fully fulfill the requirements of this performance area. Based on the BSCI code of conduct, the auditee has set up their mission, objective and policy on No discrimination. Trainings are provided to new hires upon hiring and refresh training are provided annually. All interviewed workers are free from discrimination, the auditee would not conduct discriminate pregnancy testing for workers, or assort the worker by its race, age, gender, skin. 对工厂的全面审查发现工厂完全尊重该条款的要求。工厂依据BSCI的行为准则建立了非歧视方面方针政策和程序文件。此外新入职员工在入职新员工培训和每年的更新培训会涉及非歧视政策。员工访谈没有汇报歧视方面问题,工厂也没有要求员工验孕,也不会根据员工种族,年龄,性别,肤色来分类。	
Remarks from Auditee: None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 110477] Audit Date: 23/10/2017 PA Score: C	Deadline date:23/04/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee respect workers right of get fair remuneration. All employees are guaranteed with minimum wage and legally mandated benefits. All employees are paid timely. No disciplinary deduction is made. Based on staisfactory evidence, the main auditee partially respects this principle because: 工厂尊重员工获得公平报酬的权利。所有员工都支付了足够的最低工资以及法律要求的社会福利。员工工资都会及时获得,没有任何纪律性罚款出现。但是工厂并没有完全尊重BSCI的本条原则: 5.4 - Through document review, management, workers representative & employees' interview, it was noted that the factory have no idea of evaluation the local living wage, and they have not done any survey or calculating of the local living wage before the audit. 工厂没有意识去评估当地的最低生活需求工资,也没有在审核前完成最低生活需求工资的调查和计算。 5.5 - Through document review, management, workers representative & employees' interview, none of 32 employees were covered by endowment insurance, medicare insurance, unemployment insurance, child-bearing insurance and work-related injury insurance. No employees were provided with commercial accident insurance, either. In accordance with Article 72&73 of the Labor Law of the People's Republic of China. 审核员发现工厂的社会保险覆盖不足。工厂32名员工中没有员工参加了养老保险,医疗保险,失业和生育保险,工伤保险,也没有员工参加商业意外险。	
Remarks from Auditee: Accept	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 110477] Audit Date: 23/10/2017 PA Score: D	Deadline date:23/04/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee respect workers right of decent working hours. Weekly regular working hours are controlled within 40 hours a week. Sufficient breaks are provided.Besides,overtime work are provided with sufficient overtime wage. Seventh day rest is guaranteed for all employees. Though overtime hours were conducted by the employees, they did not look tired. No employees got injured in the past 12 months, as per provided injury records. No force labor was detected and all overtime hours were conducted voluntarily, as per interviewees. No homeworkers were detected. Based on staisfactory evidence, the main auditee partially respects this principle because: 工厂尊重员工体面工作时间的权利。员工周正班时间为40小时。员工休息时间都有保障。此外,所有加班时间都支付了足额加班费。所有员工都保障了第七天休息,尽管员工有加班,员工并未在工作时间看起来疲劳。工伤记录显示近12个月以来未由于加班导致工伤,员工访谈中表示工厂没有强迫劳动,所有加班时间都是自愿的。未发现家庭代工。但是工厂并没有完全尊重BSCI的本条原则: 6.2 - Through document review, management, workers representative & employees' interview, based on 10 sampled employees' time records (3 samples in June 2017, 3 samples in July 2017 and 4 samples in August 2017), it was noted that 10 out of 10 sampled workers' monthly overtime hours were over the legal limited 36 hours per month in June 2017, July 2017 and August 2017 with the maximum overtime hours of 76 hours, 82 hours and 78 hours, respectively. In accordance with Article 41 of the Labor Law of the PRC 根据2017年6月,2017年7月和8月共计10个抽样员工的考勤记录(2017年6月3名抽样,2017年7月3名抽样,2017年8月4名抽样),显示2017年6月,7月和8月的10名员工月加班超过36小时,分别达到76小时,82小时和78小时。	
Remarks from Auditee: Accept	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 110477] Audit Date: 23/10/2017 PA Score: B	Deadline date:23/04/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The auditee has established a Health and Safety Committee under the leadership of Mr. Chen Xiaoyun. All the health and safety risks are clearly identified and they have taken effective measures to prevent workers from having accidents, injuries arising from, associated with or occurring during work and minimize the potential danger that may cause to the workers. Necessary PPE are provided to all workers free of charge. Besides, employees can get access to clean drinkable water. As no transportation was provided to employees and the employees went home by themselves, therefore, 7.23 was rated as N/A. No dormitory is provided by the facility. Therefore, 7.24 were rated as N/A. Based on satisfactory evidence, the main auditee partially respects this principle because: 工厂成立了以陈小云先生为领导的健康安全委员会。工厂所有健康安全风险都有被识别,同时工厂采取了有效措施防止员工发生意外,或是由于工作过程中发生工伤,从而降低工作给员工带来的潜在风险。必要时也会给员工免费提供劳保用品。员工在工厂工作期间可以喝到干净的饮用水。工厂没有为员工提供交通工具,员工自己回家。所以,7.23不适用。工厂没有给员工提供宿舍,所以7.24不适用。但是工厂并没有完全尊重BSCI的本条原则:</p> <p>7.1 - Through facility tour, document review, management, workers and workers representative interview, it was noted that the factory had not provided occupational health checks to employees who were in contact with dust, noise and chemical yearly. In addition, there is no program to ensure the occupational health checks were provided to these employees before they take or leave the posts. In accordance with Article 36 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases. 工厂没有每年为接触粉尘,噪音和化学品的员工提供职业病体检。此外,工厂没有建立相关机制确保这些员工在岗前和离岗时进行职业病体检。</p> <p>7.2 - Through document review, management, workers representative & employees' interview, it was noted the facility did not provide commercial injury insurance or injury insurance to all 32 employees. In accordance with Article 72&73 of the Labor Law of the People's Republic of China. 工厂没有给所有员工提供商业意外险或工伤保险。</p> <p>7.3 - Through document review, management, factory tour, workers representative & employees' interview, it was noted that the factory did not conduct occupational hazardous element monitoring. In accordance with Article 20 of Provisions on the Supervision and Administration of Workplace Occupational Health 工厂没有进行职业危害因素检测。</p> <p>7.5 - Through document review, management, factory tour, workers representative & employees' interview, it was noted that the factory did not provided the training on emergency procedures for natural disasters with all employees. 工厂没有给员工提供关于自然灾害应急培训。</p> <p>7.6 - Through document review, management, factory tour, workers representative & employees' interview, it was noted that the masks provided to employees contacting dust were improper, not anti-dust masks. In accordance with PRC Safety Manufacturing Law article 42 提供给接触粉尘的员工的口罩不恰当,不是防尘口罩。</p> <p>7.7 - Through document review factory tour, management, workers representative & employees' interview, it was noted that none of the chemical containers were provided with secondary containers. In accordance with Regulation for Safety of Dangerous Chemical article 20 审核发现所有化学品容器缺少第二容器。</p> <p>7.17 - Through facility tour, document review, management, workers and workers representative interview, it was noted that no trained special equipment safety management personnel was available in the facility. The annual inspection report for one cargo lift was not provided for review. In accordance with Work Safety Law of the People's Republic of China article 27 & Special Equipment Safety Law of PRC article 40. 工厂没有受过培训的特种设备安全管理人员。一台货梯的年检报告未提供。</p> <p>7.22 - Through facility tour, document review, management, workers and workers representative interview, it was noted that the restrooms are not separated by gender and no basic supplies such as tissue and soap were provided. 洗手间未按男女区分开来,未提供基本备品。</p>	
Remarks from Auditee: Accept	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 110477] Audit Date: 23/10/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fully fulfill the requirements of this performance area. The auditee has established procedures on No child labor and remediation procedures are available in case child labor is found. Also age- verification mechanism is used upon recruitment to ensure all workers are 16 years. The youngest employee is 17 years old. No child labor is detected during current assessment. 对工厂的全面审查发现工厂完全尊重该条款的要求。工厂建立了不使用童工和童工补救措施程序文件。招聘过程中工厂有年龄识别体系确保员工都满16岁。工厂年龄最小的员工为17周岁。审核过程没有发现童工。</p>	
Remarks from Auditee: None	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 110477] Audit Date: 23/10/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fully fulfill the requirements of this performance area. The auditee has established procedures on protection of juvenile workers. Currently, 1 juvenile worker is hired in the auditee. The youngest employee is 17 years old. 对工厂的全面审查发现工厂完全尊重该条款的要求。工厂建立了保护未成年工的程序文件。目前工厂用到一名未成年工。工厂年龄最小的员工为17周岁。	
Remarks from Auditee: None	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 110477] Audit Date: 23/10/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fully fulfill the requirements of this performance area. The auditee has signed labor contracts with all employees and each of them got a copy of them. Also they ensure the employment relationship do not cause insecurity and social or economic vulnerability of workers. 对工厂的全面审查发现工厂完全尊重该条款的要求。工厂跟员工订立了劳动合同也提供了员工合同副本。同时订立劳动关系确保不会给员工带来不安全地位或者是让员工在社会地位或经济地位处于劣势。	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 110477] Audit Date: 23/10/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fully fulfill the requirements of this performance area. The auditee has established procedures on no bond labor and all employees are freely to terminate their relationship with the auditee. 对工厂的全面审查发现工厂完全尊重该条款的要求。工厂建立了无强迫劳动程序文件，所有员工都可以自由终止劳动关系。	
Remarks from Auditee: None	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 110477] Audit Date: 23/10/2017 PA Score: B	Deadline date:23/04/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee has established procedures and policy on environmental protection. Also the auditee has taken effective measures to avoid environmental degradation. Chemicals such as paint were used onsite. Based on satisfactory evidence, the main auditee partially respects this principle, because: 工厂建立了环境保护方面的方针政策。同时工厂采取有效措施减少环境影响。工厂现场使用了油漆等化学品。基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是: 12.1 - Through document review, management, workers representative & employees' interview, it was noted that the factory did not conduct the environment monitoring about the waste water, air pollution and noise. In accordance with Article 9 of Law of the PRC on the prevention and control of water pollution, Article 13 of Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, Article 23 of PRC Law on Prevention and Control of Pollution from Environmental Noise. 工厂没有对其产生的大气污染物,水污染物以及厂界噪声进行定期监测。 12.3 - Through document review, management, factory tour, workers representative & employees' interview, it was noted that the facility could not provide Environmental Impact Report, Environmental Impact Report Form or fill out Environmental Impact Registration Form for review, and could not provide the valid Approval or Environmental Construction Project Acceptance Checks for review. In accordance with PRC Environmental Impact Assessment Law article 16, article 22 and PRC Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17 工厂未提供环境影响评价报告、环评批复以及环保竣工验收报告供审核。	
Remarks from Auditee: Accept	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 110477] Audit Date: 23/10/2017 PA Score: A	Deadline date:23/04/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: In order to verify that provided wage records were accurate and complete a variety of production / administrative and other records were cross-checked for consistency. No inconsistency could be detected with provided records. Based on satisfactory evidence, the main auditee partially respects this principle, because: 为了验证提供文件的准确性和完整性,对生产资料和其他文件进行了交叉验证。没有发现不一致的情况。被审核方部分尊重BSCI的本条原则,原因是: 13.4 - Through document review, management, workers representative & employees' interview, it was noted that the facility had established procedures on privacy protection, but no training on this part was provided to employees. 工厂建立了有关保护个人隐私的程序,但是未对员工进行相关培训。	
Remarks from Auditee: Accept	

Summary 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	23/10/2017	110477	D	B	A	A	C	D	B	A	A	A	A	B	A	C

Producer Photos



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



Photo of non-conformity
NC-Restroom not separated by gender.JPG



Photo of the inside of the main production hall
Hand work and packing section.JPG



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



Photo of the code of conduct on display
Posted COC.JPG



Photo of the inside of the main production hall
Injection section.JPG



Photo first aid facilities
First aid kit.JPG



Photo of the inside of the main production hall
Cargo lift.JPG



Photo of the inside of the main production hall
Non-smoking sign.JPG



Photo of fire safety equipment
Fire alarm testing.JPG



Photo of the inside of the main production hall
Drink water.JPG



Photo of the inside of the main production hall
Painting section.JPG



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



Photo of the inside of the main production hall
Emergency light in stairwell.JPG



Photo of the inside of the main production hall
Polishing section.JPG



Photo of fire safety equipment
Fire hydrant testing.JPG



Photo of the inside of the main production hall
Emergency light testing.JPG



Photo of the inside of the main production hall
PPE poster.JPG



Photo of fire safety equipment
Functional fire extinguisher.JPG



Photo of the inside of the main production hall
Evacuation plot plan.JPG



Photo of the inside of the main production hall
Scanning testing.JPG



Photo of non-conformity
NC-improper mask provided.JPG



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



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



Photo of non-conformity
NC-missing secondary containment.JPG



Photo of the inside of the main production hall
Exit sign and emergency light.JPG