
Auditee :	Dong Guan Keenpack Industrial Ltd.
Audit Date From :	28/12/2017
Audit Date To :	29/12/2017
Expiry Date of the Audit :	Please refer to the producer profile in the BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Nicky Xiao(Lead), Vivi Wan
Auditing Branch (if applicable) :	SGS CHINA



BSCI Audit Summary Report

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>	<ul style="list-style-type: none"> o Minimum 7 performance area rated A o No Performance area rated C, D or E <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>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>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	A	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>
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<p>B GOOD</p>	<ul style="list-style-type: none"> o Maximum 3 performance area rated C o No performance area rated D or E <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>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></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	B	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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B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p>C ACCEPTABLE</p>	<ul style="list-style-type: none"> o Maximum 2 performance areas rated D o No performance area rated E <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>	<ul style="list-style-type: none"> o Maximum 6 performance area rated E <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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<p>E UNACCEPTABLE</p>	<ul style="list-style-type: none"> o Minimum 7 performance areas rated E <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																																	
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<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 :	Dong Guan Keenpack Industrial Ltd.		
DBID number :	335708		
Audit ID :	114975		
Address :	Block E-06, Phase 2, Nan Shan Industrial City, Yan Tian, Feng Gang Zhen, Dongguan Dongguan		
Province :	Guangdong	Country :	China
Management Representative :	Kenneth Li		
Contact person:	Kenneth Li	Sector :	Non-Food
Industry Type :	Accessories	Product group :	other accessories (please specify)
Product Type :	Tin Cans		

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 : 29/12/2018

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

Executive summary of audit report

Dong Guan Keenpack Industrial Ltd. is located at Block E-06, Phase 2, Nan Shan Industrial City, Yan Tian, Feng Gang Zhen, Dongguan. The factory was founded in 2010 and the unified social credit code no. of the factory is 914419000585223543.

There were two production buildings while one 2 storeys building was used for production and one 4 storeys building was used for production and warehouse. And one 3 storeys building was used for dormitory in the factory.

The management showed cooperation attitude during the visit and allowed auditor to conduct workers interview, access all processes and buildings and review all necessary documents. Interviewed workers were selected by auditor without any interference of the auditee. All interviewed workers showed open and positive attitude and they were satisfied with the working condition and benefit of the factory.

Ratings Summary



Auditee's background information			
Auditee's name :	Dong Guan Keenpack Industrial Ltd.	Legal status :	Limited company
Local Name :	东莞建柏五金制品有限公司(统一社会信用代码:914419000585223543)	Year in which the auditee was founded :	2012
Address :	Block E-06, Phase 2, Nan Shan Industrial City, Yan Tian, Feng Gang Zhen, Dongguan	Contact person (please select) :	Kenneth Li
Province :	Guangdong	Contact's Email :	j.martin@keenpack.com
City :	Dongguan	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	NA
Country :	China	Website of auditee (if applicable) :	Nil
GPS coordinates :	N22'41'53" E114'10'29"	Total turnover (in Euros) :	6428718.37
Sector :	Non-Food	Of which exports % :	85.00
Industry :	Accessories	Of which domestic market % :	15.00
If other, please specify :		Production volume :	10000000 pcs per year
Product Group :	other accessories (please specify)	Production cost calculation :	Yes
If other, please specify :	Metal Goods	Lost time injury calculation cost :	No
Product Type :	Tin Cans		

Auditee's employment structure at the time of the audit			
Total number of workers :	181	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	88	93	
Temporary workers	0	0	
In management positions	20	13	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	75	67	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	88	93	
Production based workers	68	80	
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 - 114975] Audit Date: 28/12/2017 PA Score: D

Deadline date:29/03/2018

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Consolidated finding: The factory set up completed policy and procedure on social accountability. For example, the procedures on hiring, subcontracting, dealing with grievances, training workers, promoting ethical behaviour were established by the factory. But the factory did not implement the policy well and there were system findings in other PAs. Of course, Guo haigen was BSCI representative and took whole charge of BSCI affairs in the factory. The factory also established policy with respect to the selection, management and monitoring of its own significant business partners. The working hours controlling system is established, but the factory did not implement it effectively which resulted in the excessive working hours of workers. However, gaps had been identified in implementation:

综合概况:工厂建立了完整的社会责任政策和程序,例如程序中包括招聘,分包,申诉系统,员工培训,反腐败等内容。但是工厂在管理上有问题导致了在其它部分有系统性的问题。郭海根被工厂指定为BSCI负责人,统筹整个工厂的BSCI事务。工厂还创建了供应商的筛选程序,在选择供应商时,工厂同样考虑到了其社会责任表现。同样,工厂创建了完整的工时管控系统,按照员工的产能来匹配订单的交期。但是发现工厂在执行方面和BSCI要求有差距:

1.1 - Finding: The main auditee partially respects this principle because the main auditee established completed BSCI management system including plan-do-check action cycle, but by checking the root cause of health and safety issues identified on-site, it was found that the management system was not implemented well. And the factory did not understand the relation between short term investment and long-term target. The training system in the factory was also not completed.

被审核方(生产商)部分遵循该准则。原因是被审核方已建立完整的BSCI管理系统,其中也包括计划-执行-检查-改善循环,但由于被审核方的管理系统不完善导致健康安全的发生。而且工厂不理解短期投资和长期目标的关系。工厂的培训系统也并不完善。

1.4 - Finding: The main auditee partially respects this principle because the factory had set up a system for calculating the production capacity and production costing. The system defined that workers worked 6 days per week ,10 working hours per day which resulted in overtime hours would exceed legal requirement.

被审核方(生产商)部分遵循该准则。原因是工厂已经建立了产能规划和成本核算系统,产能系统中规定员工每周上班6天,每天上班10小时,会导致员工加班超时的情况。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 114975] Audit Date: 28/12/2017 PA Score: C

Deadline date:29/03/2018

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Consolidated finding: Satisfactory evidence showed that there were freely elected worker representatives which met BSCI requirement. According to interview statement with worker representatives and workers, they were familiar with workplace-related issues, their labor right e.g. the law, work contracts, job description, working rules. And workers had morning meeting for getting the information of workplace-related issues, the factory also provided on-board training on workers' right to workers. It has been noted that the auditee had an effective grievance mechanism: the mechanism consisted of using suggestion boxes, trade union representation and an open door policy on coming up with suggestion directly to workers' supervisor. All these processes were documented under procedures and integrated into worker trainings.

综合概况:工厂由员工选举了员工代表。根据员工代表及员工的访谈信息,员工代表以及员工都很清楚工厂场所相关信息,以及员工的劳工权利,例如劳动法,劳动合同,工作描述以及厂纪厂规等。同时,工厂每天有早会的方式和员工沟通工厂场所的信息。而且,工厂会给员工提供关于员工权利的入职培训。审核过程发现,工厂已建立了完整的申诉系统,员工可通过意见箱,工会代表或直接和主管进行沟通等方式提供投诉。所有这些过程均可通过文件以及访谈来核实。

2.2 - Finding: The main auditee does not respect this principle because no long-term goals/vision were established to protect workers according to the BSCI Code of Conduct. The factory lacked long-term plan on implementing BSCI Code of Conduct.

生产商因未根据BSCI行为准则定义长期目标来保护员工而未遵守原则。工厂缺乏执行BSCI行为守则的长期规划。

2.5 - Finding: The main auditee partially respects this principle. The factory appointed two worker representatives in the factory but worker representatives did not know their responsibility on grievance system, workers also did not know the name of worker representatives. So the function of worker representatives in the factory was invalid in the factory.

被审核方(生产商)部分遵循该准则。工厂指定了员工代表,但工厂未给员工代表培训申诉系统,工人也不了解员工代表。工厂内员工代表的职能缺失导致申诉系统部分失效。

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 114975] Audit Date: 28/12/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: Worker representatives were elected by workers in 2017. According to interview statement of worker representative, the records and process of grievance system had some deficiency. No collective bargain agreement was concluded between the factory and workers, but the factory did not prevent workers from bargaining for the agreement. Based on the interview statement of trade union representative, he was not discriminated by the factory and he also was one of production workers in workshop. He had access to workers and workplace freely. 综合概况: 工厂在2017年重新由员工选举了员工代表。通过和员工代表的访谈, 但是工厂在申诉系统记录上有缺陷。审核过程中, 工厂和员工无集体谈判协议, 但工厂也未阻止员工有意愿的时候和工厂谈判。根据工会代表的访谈, 在该工厂, 工会代表不会被歧视, 并且该代表本身是一名车间的员工, 他可以随时进入车间和员工沟通。</p>	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 114975] Audit Date: 28/12/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: The factory made one policy on anti-discrimination. The policy defined that the factory would not discriminate workers by race, gender and ages etc. And according to interview statement with workers, workers could use the grievance system through suggestion boxes or telling to trade union representatives once workers' right was infringed. Furthermore, the policy on discipline measures made by the factory was in line with legal requirement. All these processes could be verified by document review and interview. 综合概况: 工厂制定了反歧视的政策, 反歧视政策中表明工厂不会因为种族, 性别, 年龄等原因对员工区别对待。并且依照员工访谈, 若员工的权利受到任何侵害, 员工可以通过意见箱或和工会代表反馈的形式进行投诉。而且, 通过查看工厂的惩戒措施程序, 其描述的措施均符合法规和BSCI要求。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 114975] Audit Date: 28/12/2017 PA Score: B	Deadline date:29/06/2018
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from Dec. 2016 to Nov. 2017 provided by the factory, the minimum wage paid by the factory was RMB 1600 per mont, which was more than legal requirement. Workers were paid at 25th of following month. What's more, the factory paid position allowance, full attendance allowance for workers. Satisfactory evidence showed that the factory provided skill training to workers and workers' position allowance will be increased accordingly when workers received more training. And during the audit, the factory assessed the local decent living stand, the wages paid to workers were more than the living standard. No other deduction except social insurance deduction was identified according to wages records of workers. All these processes and evidences were cross checked by document review, worker interview and managemnt interview. However, gaps had been identified in implementation: 综合概况: 工厂制定了工资支付政策和福利政策, 福利政策包括给员工提供法定节假日, 病假, 婚假, 产假等假期。根据工厂提供的2016年12月至2017年11月的工资记录显示, 工厂给员工支付1600的最低工资, 并且员工有岗位津贴等津贴。工厂每月25日发放员工上个月工资。同时, 工厂给员工提供了相应的技能培训, 若员工的技能提升, 岗位津贴将相应提高。依据审核时的评估, 工厂给员工提供的总工资超过了当地的体面生活标准。根据员工的工资记录, 员工仅有社保的扣款记录, 无其它的扣款。以上过程均用文件, 访谈等方式进行核实过。但也发现工厂和BSCI要求有差距:</p>	
<p>5.5 - Finding: The main auditee does not respect this principle. Based on site documents evaluation and worker interview, it was noted that factory employed total 181 employees, factory only purchased medical insurance for 173 employees, unemployment insurance for 162 employees, injury insurance for 174 employees, retirement insurance for 162 employees and maternity insurance for 162 employees. The factory did not purchase all kinds of social insurance for all employees. 被审核方(生产商)未遵循该准则。工厂有员工181人, 根据工厂提供的2017年11月的社保记录, 工厂给173名员工购买了医疗保险, 给162名员工购买了失业保险, 给174名员工购买了工伤保险, 给162名员工购买了养老保险, 给162名员工购买了生育保险。工厂未给所有员工提供了所有险种的社会保险。</p>	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 114975] Audit Date: 28/12/2017 PA Score: D	Deadline date:29/06/2018
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: The factory made a policy of working hours system and controlled working hours. According to the policy and implementation records, workers worked 8 hours (8:00AM~12:00AM, 13:30PM~17:30PM) per day, 5 days per week. Workers overtime worked 2 hours on weekdays. The factory arranged workers working on Saturday sometimes and workers had right to choose overtime or not. The factory ensured workers had every Sunday off per week. Furthermore, workers had at least 8 hours' rest on every day. Workers can take a rest during the work time when they felt tired. All this processes and implementation can be verified by interview and document review. However, gaps of overtime and overtime wage paid basis had been identified in implementation:</p> <p>综合概况:工厂制定了工时政策,依照政策以及工厂实际的执行情况,员工每天上班8小时,早上8点至中午12点,下午13点30分至下午17点30分上班,每周5天,平时每天晚上一般加班2小时。周六工厂会依据生产订单进行加班,员工可自愿选择是否加班。工厂保证了员工每周日休息。工厂保证了员工每天至少有8小时的休息时间并且员工在工间如果觉得疲惫,可自由选择休息几分钟。同时,工厂按照法规要求给员工平时晚上、周末和法定节假日以150%、200%和300%的正常上班工资的加班费。以上均已从员工访谈以及文件信息等方面进行核实。不过,工厂在加班时间的管控也有不符合法规的地方,如下:</p> <p>6.2 - Finding: Based on satisfactory evidence, the main auditee does not respect this principle because the monthly OT hours exceeded legal requirement. Based on the attendance records provided by the factory from Dec 2016 to audit day, it was noted that about 90% workers' monthly OT hours exceeded 36H every month. The maximum was 72H happened in Sep 2017 for worker. And the factory did not have an effective system to monitor and control the overtime hours per month.</p> <p>根据充分证据,生产商因员工月加班超过法规要求而未遵守该原则。根据工厂提供的考勤及工资记录,90%员工月加班超过法规要求的36H,员工最大为72H,发生在2017年9月。工厂无有效的工时管控系统管理和控制月加班小时。</p>	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 114975] Audit Date: 28/12/2017 PA Score: B

Deadline date:29/03/2018

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Consolidated finding: The committee of health and safety was set up by the factory. And Guo Haigen was responsible for the affairs of health and safety. According to site observation by auditor, the highest risks of health and safety in the factory were fire safety, chemical safety and mechanical safety. For fire safety, the factory ensured enough extinguishers in every workshop and fire hydrant, emergency lights and fire alarm were available in the factory. All these facilities of fire safety were checked by Guo Haigen every month and were effective during the testing on-site. And the factory showed cooperative and active attitude to the audit. For mechanism safety, all processes of operation were set up, workers were well trained to operate it correctly. Meanwhile, the factory obtained MSDS of chemicals and set up secondary container for all chemicals. According to the interviewee statement, workers understood well of the risk of mechanism and knew to wear relate personal protective equipment. Of course, the PPEs and in-job occupational health examination were provided by the factory accordingly. The factory also set up emergency procedure and trained first aiders for providing the service of first aid. The first aid box was also available in every workshop. Clean potable water was also provided. The factory did not provide dormitory to workers. However, gaps had been identified in implementation as follows:

综合概况:工厂创建了员工的健康安全委员会,由郭海根负责整体的健康与安全。按照审核员的评估,从风险评估来看,消防安全,化学品安全和机械安全风险是工厂最大的风险。在消防安全方面,工厂给所有车间配备了足够的消防设施,例如灭火器,消防栓,消防警铃等,并且工厂的郭海根每月都会进行检查。审核时经过测试,应急灯,消防栓和消防警铃都是有效的。在机械安全方面,工厂针对有机机械安全风险的岗位都制定了相应的操作规程,并且给员工提供了培训以防范这方面的风险。同时,工厂保存了所有化学品的MSDS。例如,通过访谈装配车间的员工,员工很了解操作时注意的机械安全内容以及需要佩戴个人劳保用品。工厂也提供了相应的个人劳保用品和岗中职业健康体检给员工。在急救政策方面,工厂制定了急救政策,工厂给每个车间配备了药箱,而且工厂内有急救员。同时,工厂也提供了饮用水给员工,员工可随时喝水,且工厂定期清洗饮用水保证了饮用水的安全卫生。工厂未提供宿舍给员工。不过,工厂在以下方面和BSCI要求尚有差距:

- 7.1 - Finding: The main auditee partially respects this principle because the main auditee had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc . But by checking the root cause of below finding on health and safety, it was noted that the factory did not understand some law items well. And the laws collected by the factory were not updated. For example, hazardous chemicals management regulations collected by the factory was version in 2002 but most update version was published in 2011.
被审核方(生产商)部分遵循该准则。原因是被审核方已建立完整的健康安全管理体系,包括相关法规的识别与了解,健康安全,检查,培训等,但是在核查以下健康安全问题的根本原因时,发现工厂对于某些法条的理解有偏差。并且工厂收集的法规不是最新的法规,例如工厂收集的危险化学品管理条例为2002版本,而最新为2011版本。
- 7.2 - Finding: The main auditee does not respect this principle because the main auditee did not consider all workers' risk when they are injured. The factory did not provide work-related injury insurance for all employees.
被审核方(生产商)因未给所有员工提供工伤保险而未遵守原则。
- 7.3 - Finding: The auditee does not respect the principle. The factory did not provide occupational health and safety reports to all workers engaged in cleansers (Main content: normal hexane and toluene) and noise.
工厂未遵守该准则。工厂未给所有接触白电油(主要成分是正己烷和甲苯)以及噪音的员工提供职业健康体检。
- 7.6 - Finding: The auditee does not respect the principle. It was noted that two workers working with cleanser were not wearing active carbon masks at packaging workshop of 2F.The factory did not provide metal shoes to workers of tooling.
工厂未遵守该准则。一栋4层楼2楼的包装车间有2名使用白电油的工人没有佩戴活性炭口罩。工厂未给模具员工提供劳保鞋。
- 7.7 - Finding: The auditee partially respects the principle. It was noted that there is no safety label posted on two containments of cleanser at packaging workshop of 2F.
工厂部分遵守该准则。一栋4层楼2楼的包装车间有2瓶白电油无安全标贴。
- 7.11 - Finding: The main auditee does not respect this principle. The factory did not provide fire safety certificate and building structure safety certificate of production building and dormitory building.
工厂未遵守该准则。工厂未提供所有建筑的消防验收合格证和竣工验收合格证。
- 7.17 - Finding: The main auditee does not respect this principle. It was noted that the intervals of 5 fans in the factory were too big to prevent fingers injured. (One was located at outside of repairing room, there in warehouse of 4F, one in packaging workshop of 2F)
工厂未遵守该准则。工厂总共有5台风扇间隙过大(1台在机修房外,3台在4楼仓库,1台在2楼包装车间)。
- 7.21 - N/A, No food storing area or cooking facility was provided by the factory and workers confirmed they did not need it.

不适用。工厂未提供食物储存区域以及烹饪区域给员工,员工确认不需要该设施。
- 7.23 - N/A, No transportation was provided by the factory and workers confirmed they did not need it.

不适用。工厂无交通工具提供给员工并且员工确认,员工不需要交通工具。

Remarks from Auditee:

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 114975] Audit Date: 28/12/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: The policy of recruiting was set up by the factory. And it regulated that the factory would not recruit workers under 16. The factory checked workers' ID during recruiting and HR specialist knew the skills of asking workers' experience and ages when he had any doubt of workers' ID card or age. Meanwhile, the factory established remediation measure of child labor in order to set up measure of recruiting child labor incidentally. After checking all personnel files of workers, no child labor was identified in the factory. 综合概况:工厂制定了合适的招聘政策,员工入职时工厂均会查看员工的身份证并且当人事专员对员工年龄有怀疑时,会通过有技巧地面谈以核实员工情况。同时工厂制定了童工补救措施以防万一发现童工的应对措施。在审核过程中,通过查阅所有员工的人事资料,未发现有任何童工存在。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 114975] Audit Date: 28/12/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: The policy of young worker protection was made by the factory. The factory understood the legal requirement of young workers according to interview with management. The risk assessment procedure of young workers met the requirement of BSCI. During the audit, one young worker was employed by the factory. 综合概况:工厂制定未成年工的保护政策,工厂了解如何依照法规要求保护未成年工。工厂按照BSCI要求来更新其未成年工的风险评估。在审核过程中,未发现未成年工的存在。</p>	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 114975] Audit Date: 28/12/2017 PA Score: B	Deadline date:29/03/2018
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: Labor contracts were all concluded between the factory and workers. The contracts statement included the description of working hours, training, rest time and leave etc. which were in accordance with legal requirement and ILO. Meanwhile, the factory provide a copy of contract to every worker. Based on interview statement of workers, workers understood well of the content of labor contract and no illegal employment was identified during the audit. However, gaps had been identified in implementation as follows: 综合概况:工厂和每个员工均签订了劳动合同,劳动合同的内容包括工时,培训,休息时间和假期,报酬和支付条件,这些内容均符合法规以及国际标准。同时工厂提供了一份劳动合同副本给员工。通过员工访谈,员工均了解劳动合同内容,审核过程中,工厂无不符合法规的用工形式存在。不过,工厂在以下方面和BSCI要求尚有差距:</p> <p>10.2 - Finding: The main auditee does not respect this principle because it was found employment contracts provided by the main auditee did not specify the conditions of labor compensation, but workers were working with occupational health hazard factors. 工厂有员工会接触到职业健康危害因素,但工厂的劳动合同中并未标明健康安全工作条件。</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 114975] Audit Date: 28/12/2017 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: The factory established the policy on anti-forced labor. The management understood well the scope of forced labor. And according to onsite observation and interview statement of workers, workers confirmed that there were no evidence showed in the factory, for example, they could resign according to legal requirement and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers. The discipline policy was also in line with legal requirement. 综合概况:工厂制定了反强迫劳动的政策,工厂负责人理解哪些方式是属于强迫劳动的范畴。依据现场观察和员工访谈,员工也很清晰地表明工厂内无强迫劳动的现象,例如员工可以依照法规要求提出辞工而不会被克扣工资,并且可以自由离开工厂。员工也未遇到任何被侮辱或非人道的待遇。工厂的惩戒政策也是符合法律法规要求。</p>	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 114975] Audit Date: 28/12/2017 PA Score: B	Deadline date:29/03/2018
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: Environmental Impact Assessment approval had been provided by the factory, which also stated the assessment of water resource nearby the factory. The land belonged to the factory was industrial land and water used by the factory was come from municipal water. The main wastes produced by the factory were solid hazardous waste and waste gas. What's more, the waste gas was dismissed after treatment by the factory. The factory also made the policy on saving water and implemented it all the time. The water consumption records were provided for audit review. However, gaps had been identified in implementation as follows:</p> <p>综合概况:工厂提供了环评批复显示工厂已针对附近水资源进行了评估。工厂主要使用当地市政提供的自来水,并且工厂用地属于工业用地。工厂的主要污染物为固体废弃物和废气。依据工厂提供的检测报告,工厂的废气为经过处理后达标排放。工厂制定了节约用水政策并且正在实施,而且工厂每个月均记录用水量来确定政策实施的效果。不过,工厂在以下方面和BSCI要求尚有差距:</p>	
<p>12.4 - Finding: The main auditee does not respect this principle because hazardous wastes were not transferred to licensed vendor. 生产商因未将危险废弃物转移给有资质单位处理而未遵守原则。</p>	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 114975] Audit Date: 28/12/2017 PA Score: B	Deadline date:29/03/2018
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: The policy on anti-corruption was made by the factory. So workers of purchase and sale were trained and signed anti-corruption and confidential agreement with the factory. During the audit, no misrepresentation was provided by the factory, all information could be cross checked. However, gaps had been identified in implementation as follows:</p> <p>综合概况:工厂创建了反腐败的政策。因此工厂给所有相关人员进行培训,并且员工也签订了反腐败和保密协议。审核过程中,工厂提供的数据也均可通过其它方面进行核实,工厂未提供任何不实信息。审核时也未发现有任何泄密的负面现象。不过,工厂在以下方面和BSCI要求尚有差距:</p>	
<p>13.2 - Finding: The main auditee does not respect this principle because the attendance records of audit day to verify effectiveness of the attendance records. 生产商因未提供审核当天的考勤记录验证考勤系统的有效性而未遵守原则。</p>	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	28/12/2017	114975	D	C	A	A	B	D	B	A	A	B	A	B	B	C

Producer Photos



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

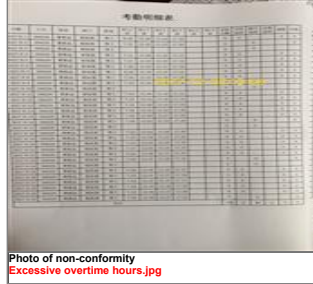


Photo of non-conformity
Excessive overtime hours.jpg



Photo of the dormitories (if applicable)
Washing room.JPG



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



Photo of non-conformity
inadequate safeguard for fan.JPG



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



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

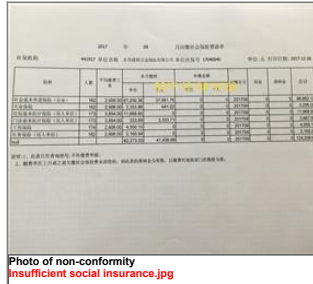


Photo of non-conformity
Insufficient social insurance.jpg



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



Photo first aid facilities
Eye washing facility.JPG



Photo of non-conformity
No active carbon mask worn by workers who used
cleanser.JPG



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



Photo first aid facilities
First aid box.JPG



Photo of non-conformity
No metal protective shoes provided for moulding
workers.JPG



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



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



Photo of non-conformity
No safety label for cleanser.JPG



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



Photo of fire safety equipment
Emergency exit sign and emergency light and fire alarm.JPG



Photo of non-conformity
Surgical mask instead of active carbon mask provided to workers who use cleanser.JPG



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



Photo of fire safety equipment
Emergency light and evacuation indication sign.JPG



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



Photo of the inside of the main production hall
Raw material warehouse.JPG



Photo of fire safety equipment
Emergency light testing.JPG



Photo of the dormitories (if applicable)
Aisle.JPG



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



Photo of fire safety equipment
Evacuation plan.JPG



Photo of the dormitories (if applicable)
Bedroom.JPG



Photo of the personal protection equipments (if applicable)
Earplug worn by punching worker.JPG



Photo of fire safety equipment
Fire alarm testing.JPG



Photo of the dormitories (if applicable)
Dormitory building.JPG



Photo of the personal protection equipments (if applicable)
PPE warning sign.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of the dormitories (if applicable)
Evacuation indication sign and exit sign.JPG



Photo of the sanitary facilities
Drinking water.JPG



Photo of fire safety equipment
Fire hydrant testing.JPG



Photo of the dormitories (if applicable)
Fire alarm.JPG



Photo of the sanitary facilities
Washing room.JPG



Photo of fire safety equipment
Fire hydrant.JPG