
Auditee :	Guangzhou Elan Bags Co., Ltd.
Audit Date From :	30/09/2020
Audit Date To :	30/09/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Leen Cao(Lead)
Auditing Branch (if applicable) :	SGS CHINA



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



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

Main Auditee Information

Name of producer :	Guangzhou Elan Bags Co., Ltd.		
DBID number :	369404		
Audit ID :	194030		
Address :	Gegang Road 2, Shiling Town, Huadu District, Guangzhou		
Province :	Guangdong	Country :	China
Management Representative :	ShengYin Xiang		
Contact person:	ShengYin Xiang	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	handbags, belts and shoes
Product Type :	Leather products such as handbags		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 30/09/2021

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	A	A	A	B	D	A	A	A	A	A	A	A

Executive summary of audit report

Guangzhou Elan Bags Co., Ltd. was located at Gegang Road 2, Shiling Town, Huadu District, Guangzhou City, Guangdong Province, China. The unified social credit code was: 91440101MA59EG59XB and valid from Aug 23,2016 to long term. The main products manufactured onsite are leather products such as handbags. The main production activities include cutting, sewing, table work, edge paint, gluing and packing.

During the audit day, Mr.Xiang ShengYin/Factory Director, Ms. Ling Dan/HR Clerk and Ms. Ding HongYing/Worker representative attended the opening meeting and close meeting. Factory management representatives allowed auditor to conduct the whole audit includes onsite observation with taking photos, documents review with scan and workers interview without any influence.

Remark:

- Total three 3-story production buildings (Building A, B and C) located at the industrial park of the audited factory operated. Based on lease contract and business license review, the audited factory rent the 2F of building B as office rooms and sample room; rent the whole 2nd floor and part of ground floor of building C as workshops and warehouse. The ground floor of building B was used by landlord Guangzhou DaZhan Glasses Co., Ltd, the 3rd floor of building B was used by Guangzhou Younige Leather Co., Ltd; the other area of ground floor and 3rd floor of building C were used by Guangzhou YingHuiLu Leather Co., Ltd; the ground floor of building A was used by Guangzhou Fashidinuo Trading Co.,Ltd and the 2nd floor and 3rd floor were used by Guangzhou QianRui Leather Co., Ltd. The copies of business licenses of all other factories were provided for review during the audit. Confirmed by onsite observation and workers interview, no information of workers exchange was identified.
- The factory did not apply any approval on working hours.
- This audit was conducted by APSCA auditor Leen Cao(RA21702080).

Ratings Summary



Auditee's background information			
Auditee's name :	Guangzhou Elan Bags Co., Ltd.	Legal status :	Co., Ltd.
Local Name :	广州市伊澜皮具有限公司/91440101MA59EG59XB	Year in which the auditee was founded :	2016
Address :	Gegang Road 2, Shiling Town, Huadu District,	Contact person (please select) :	ShengYin Xiang
Province :	Guangdong	Contact's Email :	elanbags@163.com
City :	Guangzhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Nil
Country :	China	Website of auditee (if applicable) :	Nil
GPS coordinates :	North 23°27'13" East 113°9'34"	Total turnover (in Euros) :	6500000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	1000000 pcs
Product Group :	hangbags, belts and shoes	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Leather products such as handbags		

Auditee's employment structure at the time of the audit			
Total number of workers :	49	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	27	22	
Temporary workers	0	0	
In management positions	3	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	26	21	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	27	22	
Production based workers	0	0	
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 - 194030] Audit Date: 30/09/2020 PA Score: D

Deadline date:30/03/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 1. The factory established completed procedures on Amfori BSCI cover all 13 performance areas and established the management structure for all performance areas. The factory appointed Mr. Xiang ShengYin/Factory Director as the senior management representative for this system. The factory signed the social responsibility committee letters with suppliers, communicated the Amfori BSCI COC and TOI with suppliers and conduct social compliance performance assessment for its suppliers. However, gaps had been identified as follow:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了完整的覆盖Amfori BSCI所有13个绩效区域的程序文件并组建了各绩效区域实施架构。工厂有任命向生银先生/厂长为该社会责任体系的管理代表。工厂有同供应商签订社会责任承诺书，沟通Amfori BSCI行为守则及生产商专用实施条款，并对供应商社会责任绩效进行评估。但是发现工厂存在如下不符合项：

- 1.1 - Finding: The main auditee partially respects this principle. Because the factory established complete procedures cover all 13 performance areas of Amfori BSCI and appointed the principal persons responsible for the law collection and implementation of all performance areas, but the internal social responsibility assessment conducted on Jul 23,2020 did not identify the gaps with requirement of Amfori BSCI on the performance areas such as workers involvement and protection, occupational health and safety and No precarious employment etc. effectively which resulted no actions were taken to correct these gaps.
被审核方部分遵守原则。工厂有建立覆盖所有13个绩效区域的Amfori BSCI管理程序文件并任命各个绩效区域法规收集及实施的负责人。但是工厂于2020年7月23日进行的社会责任内审没有识别同Amfori BSCI要求在员工参与与保护，职业健康安全及无缺乏保障就业关系等区域之间差距导致工厂没有采取措施改善存在的差距。
- 1.4 - Finding: The main auditee partially respects this principle. Because the factory had established the production capacity and costs procedure and arranged the production plan corresponding, but the factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' monthly OT hours exceeded local legal requirement systemic.
被审核方部分遵循该准则。工厂有建立产能及成本核算程序并依此安排生产计划，但是因工厂未能有效的组织起员工的生产能力以满足订单需求而导致员工的月加班时间系统性的超出法规要求。

Remarks from Auditee:

Nil

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 194030] Audit Date: 30/09/2020 PA Score: A

Deadline date:30/12/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 2. The factory established the social compliance long-term goals according to Amfori BSCI requirement. The factory provided training on workers' wages structure and benefits, factory rules and Amfori BSCI COC to workers. The auditee had established a grievance mechanism for workers. Workers can compliant to two worker representatives elected or use the suggestion box installed onsite. But gap was identified as follow:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂有依据Amfori BSCI要求建立了社会责任长期目标。工厂有给员工提供工资结构和福利待遇，厂规厂纪及Amfori BSCI行为守则内容培训。工厂建立了供员工申诉的渠道如员工可以通过选举的2名员工代表或安装的意见箱进行申诉。但是工厂存在如下差距：

- 2.2 - Finding: The main auditee partially respects this principle because the factory established the social responsibility long-term goals such as ensure workers' daily and monthly OT hours in accordance with labor law requirement and improve social insurance rate, but factory did not formulate the detail implementation actions and plans.
被审核方部分遵守原则。工厂有建立确保员工日加班及月加班符合劳动法要求并提高社保参保率等社会责任长期目标，但是没有制定具体的实施措施及计划。

Remarks from Auditee:

Nil

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 194030] Audit Date: 30/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 3. No trade union was found, but the procedure on freedom of association show workers can found the trade union without obstruction from the factory. Two worker representatives were elected by employees freely. Workers representatives attend communication meetings with management representatives periodically with the last time on Sep 1,2020. 综合概况: 整体观察显示被审核方遵守该绩效区域的要求。工厂没有组建工会,但是工厂建立的自由结社程序显示员工可以在工厂阻挠的前提下自由组建工会。工厂由员工自由选举产生了2名员工代表。员工代表定期参加员工代表大会,上一次沟通时间为2020年9月1日。	
Remarks from Auditee: Nil	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 194030] Audit Date: 30/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 4. The factory established the policy on anti-discrimination and conducted the discrimination risk assessment to identify that the recruitment advertisements should not limit all candidates' age, height, gender and etc. The factory cannot conduct hepatitis B and other viruses or conduct pregnant test for female workers, and all workers obtained equal pay for equal work. The factory recruit workers based on workers' working skill and working positions skill requirement. 综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂建立了反歧视程序并进行歧视风险评估识别出招聘广告不能限制应聘者年龄,身高,性别等。工厂不能对员工进行乙肝病毒等疾病检测或对女工进行孕检等检查,且所有员工同工同酬。工厂依据员工的工作技能水平及岗位需求招聘员工。	
Remarks from Auditee: Nil	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 194030] Audit Date: 30/09/2020 PA Score: B	Deadline date:30/03/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 5. Based on the wages from Sep,2020 to Aug,2020 review, it was noted workers' wages were paid by hourly rate wages, and wages were paid before the end of the following month by cash normally. The minimum basic wage paid to workers were RMB2100/month (Equal to RMB12.07/hour) which comply with the local legal minimum wages. The factory provided training on working skill to workers and paid position allowance to workers as per positions working skill requirement. No any disciplinary penalty or deduction were made from wages. The factory established procedure on benefits shows holidays such as paid annual leave will provided to workers as per law. But gap on social insurance was identified as follow: 综合概况: 整体观察显示被审核方符合部分该绩效区域的要求。工厂提供的员工2019年9月至2020年8月的工资记录显示,所有员工工资为计时工资。员工工资一般在次月月底之前现金支付。工厂为员工支付最低RMB2100/月的基本工资(等同于RMB12.07/小时)符合当地法定最低基本工资。工厂有为员工提供工作技能培训并依据岗位技能要求为员工提供岗位工资。员工工资中无任何纪律性罚款及扣款。工厂建立了福利政策包含依据法规为员工提供带薪年假等假期,但是工厂在社保方面存在如下差距: 5.5 - Finding: The main auditee does not respect this principle because the factory did not provide all kinds of social insurance to all employees as per legal requirement. Total 49 employees worked at the factory during audit. Based on the social insurance payment records provided by the factory from Jun,2020 to Aug,2020 review, the factory provided injury and medical insurance, child-bearing insurance, retirement and unemployment insurance for 30 employees in Aug,2020. The factory purchased one commercial group accident insurance for all employees with valid period from Apr 27, 2020 to Apr 26, 2021. 被审核方因没有依照法规要求为员工购买社保而未遵守该原则。审核当天全厂人数为49人。工厂提供的2020年6月至8月的社保缴费台账显示,工厂在2020年8月为30名员工提供了工伤及医疗保险,生育保险,养老及失业保险。工厂有购买一份商业团体意外险覆盖所有员工,有效期从2020年4月27日至2021年4月26日。	
Remarks from Auditee: Nil	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 194030] Audit Date: 30/09/2020 PA Score: D	Deadline date:30/03/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 6. Based on the attendance records from Sep 1,2019 to Sep 30,2020 review, it notes that workers' attendance records were recorded by electronic recorder system. The normal working hours for all workers were 8 hours per day, 5 days per week. Only one working shift (8:00am-12:00pm and 13:30pm-17:30pm) was arranged for workers. The factory arranged 2 OT hours work on weekdays and 8 OT hours work on Saturdays according to the order requirement. All workers were guaranteed to enjoy at least one day off per seven days and at least 10 hours rest time per day. The established policy on OT work voluntarily stated the factory would announce workers ahead of schedule OT work, and all workers had right to choose working overtime or not. The factory ensure OT wages were paid to workers as per legal law. However, gap had been identified as follow:</p> <p>综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂提供的员工2019年9月1日至2020年9月30日的考勤记录显示员工的考勤记录方式为电子卡考勤系统。工厂员工正班时间为每天上班8小时，每周工作5天。所有员工只有一个工作班次为早上8点至中午12点，下午13点30至下午17点30。工厂会依据生产订单要求安排在工作日加班2小时并在周六加班8小时。工厂有确保所有员工享有至少每七天休息一天且每天有不少于10小时的休息时间。工厂制定的自愿加班程序显示需要加班时会提前通知员工，且员工可自愿选择是否加班。工厂也按照法规要求支付员工加班费。不过工厂存在如下不符合项：</p> <p>6.2 - Finding: The main auditee does not respect this principle because workers' monthly OT hours exceeded the legal law requirement. Based on the provided attendance records from Sep 1, 2019 to Sep 30, 2020 review, it was noted all sampled workers' monthly OT hours exceeded 36 hours from Sep,2019 to Sep,2020 (Except Jan,2020 and Feb,2020) and up to 68 hours in Nov,2019. 被审核方因员工的月加班时间超出法规要求而未遵守原则。工厂提供的2019年9月1日至2020年9月30日的考勤显示，所有抽样员工在2019年9月至2020年9月(除2020年1月及2月)的月加班时间超36小时，最大为2019年11月的68小时。</p>	
Remarks from Auditee: Nil	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 194030] Audit Date: 30/09/2020 PA Score: A	Deadline date:30/12/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 7. The factory established health and safety committee to responsible for collect laws on HS and conducted health and safety risk assessment. The mainly risks identified onsite cover fire safety risk and production machines operation risks. For fire safety, the factory installed adequate fire equipment on site and obtained the fire license for the production building. During onsite testing, fire hydrant water pressure was adequate to cover all the production building, fire alarm sound can cover all area of the factory and connected, and the emergency light worked normally while power off. The factory conducted union fire equipment use and evacuation training May 11,2020. For occupational hazardous factors prevention, proper PPE such as gas masks and gloves were provided to workers. For production machines safety operation, the annual test qualified reports for cargo lift used onsite was obtained. No dormitory and canteen provided to workers, and no transportation provided to workers(Not required by law). But gap was identifying as follow:</p> <p>综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂有组建健康安全委员会负责收集健康安全法规并进行健康安全风险评估。工厂有进行健康安全风险评估识别主要风险为消防风险，职业危害风险及机器操作安全风险。在消防方面，工厂内安装了数量足够的消防设施。工厂有获得厂房的消防验收。现场测试显示，工厂的消防栓压力可以覆盖厂房所有区域，声光报警器能正常工作且联动的，应急灯可以在断电情况下正常工作。工厂每半年为员工提供消防设施使用培训及疏散演习并组织共用厂房的其他工厂进行联合消防演习，上一次疏散演习时间为2020年5月11日。在职业危害预防方面，工厂有为员工提供合适的个人防护用品如防毒口罩等。机器操作方面，工厂使用的1台电梯有获得年检合格报告。同时，工厂在车间安装了足够的药箱供员工使用。工厂没有为员工提供宿舍饭堂，也没有提供交通(法规无要求)。不过工厂在以下方面存在差距：</p> <p>7.3 - Finding: The main auditee partially respects this principle because the factory had conducted complete the health and safety risk assessment which cover disadvantage groups such as juvenile workers and pregnant workers, but the factory did not provide occupational health examinations for all table work and glue spray workers exposed to benzene series. 被审核方部分遵守原则。工厂有进行完善的健康安全风险评估并覆盖未成年工及孕妇等弱势群体，但是工厂没有为接触苯系物的台面级喷胶员工提供职业健康体检。</p> <p>7.17 - Finding: The main auditee does not respect this principle because one sewing machine at sample room at 2nd floor of building B missed belt safety guard; all nailing machines at 2nd floor of building C missed type U safety guards and 10% sewing machines missed finger protectors. 被审核方未遵循准则。工厂厂房B栋2楼板房1台针车没有安装皮带防护罩，厂房C栋2楼所有钉钮机没有安装U型安全防护罩且10%的针车没有安装防护指器。</p>	
Remarks from Auditee: Nil	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 194030] Audit Date: 30/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 8. The policy on recruiting was established to required all candidates should be over 16 years old. The HR recruiters would check all candidates' ID cards and recently photos during recruiting to verify their age. Identity card verification procedure was established and training was provided for HR recruiters. Meanwhile, the factory established policy on remediation measure of child labor. Confirmed by checking all personnel files and employee roster, no child labor and history child labor were identified in the factory. The youngest workers was over 22 years old and entered in the factory on Jul 20,2017.</p> <p>综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂制定的招聘程序要求所有入职员工需年满16周岁。工厂人事招聘人员会查看所有应聘者身份证及近照核实员工年龄信息。工厂建立了身份证核实程序并为人事人员提供了培训。同时工厂建立了童工补救措施。通过查阅员工人事资料及花名册显示工厂内没有童工及历史童工。年龄最小员工于2017年7月20日入职且已经年满22周岁。</p>	
Remarks from Auditee: Nil	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 194030] Audit Date: 30/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirements of this performance area. No young workers worked at the factory during the audit, the youngest workers was over 22 years old. The factory established the procedure on young workers control cover collected the laws on young workers protection and conduct health and safety risk assessment for young workers to ensure all underage workers are properly protected. The factory identify that young workers should not arranged worked at night shift and did OT work, and young workers cannot arrange to work at table work and gluing positions with hazardous factors.</p> <p>综合概况：整体现场的情况显示工厂遵循了该绩效区域。工厂内没有未成年工，年龄最小员工已年满22周岁。工厂有建立未成年工控制程序包含收集未成年工保护法规并进行健康安全风险评估以确保未成年工得到适当的保护。工厂有识别未成年工不能安排在夜班或安排未成年工加班，也不能安排未成年工在台面及刷胶等存在职业危害因素岗位。</p>	
Remarks from Auditee: Nil	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 194030] Audit Date: 30/09/2020 PA Score: A	Deadline date:30/11/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 10. All workers were permanent workers hired by the factory directly. The factory usually hire workers through post recruitment advertisements at the front of the factory or workers recommendation. Labor contracts were signed all workers and copies were issued to workers. But gap was identified on the content of labor contract as follow:</p> <p>综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂内所有员工均为工厂直接招聘的正式工人，工厂通过在厂门口张贴招聘广告或员工推荐等方式招聘工人。工厂同所有员工均签订了劳动合同并提供了劳动合同副本给员工。但是签订的劳动合同内容有如下差距：</p> <p>10.2 - Finding: The main auditee partially respects this principle because labor contracts were signed with workers and copies were issued to workers, but contracts signed with table work and glue spray workers exposed to benzene series miss the content of occupational hazardous announcement and prevention.</p> <p>被审核方部分遵循该准则。工厂有同员工签订劳动合同并提供合同副本给员工，但是工厂同接触苯系物的台面和喷胶员工签订的合同没有包含职业危害告知及预防内容。</p>	
Remarks from Auditee: Nil	

Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 194030] Audit Date: 30/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 11. The factory established the policy on anti-forced labor. The factory regulated that workers can resign from the factory with properly announcement period and obtained the wages. Workers can leave the working workshop freely. The factory verify workers' certificates such as ID card and evacuation certificate and return the original certificates to workers. Workers would not be fine for obey the factory rule.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂建立了反强迫劳动的政策。工厂规定员工在合理的通知期后可以工厂辞职并获取工资。员工在下班后可以自由离开车间及厂区。工厂有在员工入职时查看员工的身份证及学历证明等证件并将证件原件归还员工保管。员工不会因违反厂规厂纪而被扣罚工资。</p>	
Remarks from Auditee: Nil	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 194030] Audit Date: 30/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 12. The factory conducted environmental impact assessment and obtained the EIA approval and environmental protection facilities complete acceptable certificate. The mainly wastes generated onsite were boundary noise, domestic wastewater, disorganized emissions and solid hazardous wastes. The factory conducted wastes monitor to show all wastes were discharges as per law. The factory signed hazardous waste disposal contract with one qualified vendor and transfer hazardous wastes such as empty chemical containers to disposal periodically with last time on Aug 19, 2020. The factory established the policy on saving water use, and statistics records were provided to show the policy was implemented effectively.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂有进行环境影响评估并获得环评批复及环保设施竣工验收。工厂产生的主要废弃物有厂界噪声、生活污水、无组织排放废气及危险固体废物。工厂有进行监测显示三废均达标排放。工厂有同有资质单位签订危废处理协议并定期将化学品空桶等危废转移处理(上一次处理时间为2020年8月19日)。工厂有建立节约用水政策并通过提供用水统计来确保该政策有效实施。</p>	
Remarks from Auditee: Nil	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 194030] Audit Date: 30/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 13. The factory established the policy on business ethic. The factory conducted the risk assessment for corruption for key positions such as quality, sales and purchase workers and provided training to workers. All information provided during the audit was accurate and complete based on cross checking between documents review and workers interview.</p> <p>综合概况: 整体观察显示被审核方遵守该绩效区域的要求。工厂创建了商业道德的政策。工厂有进行反腐败风险评估识别品质、业务及采购等关键岗位风险并为员工提供了培训。审核中文件审核及员工访谈交叉验证显示工厂提供的所有信息均为准确及完整的。</p>	
Remarks from Auditee: Nil	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	30/09/2020	194030	D	A	A	A	B	D	A	A	A	A	A	A	A	C



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



Photo of non-conformity NC Sewing machine missed belt guard.JPG



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



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



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



Photo of the inside of the main production hall Table work.JPG



Photo of fire safety equipment Emergency exit.JPG



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



Photo of the inside of the main production hall Two hands operate devices.JPG



Photo of fire safety equipment Emergency light test.JPG



Photo of the inside of the main production hall Attendance system test.JPG



Photo of the personal protection equipments (if applicable) Cutting worker wear earplug.JPG



Photo of fire safety equipment Evacuation plan.JPG



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



Photo of the personal protection equipments (if applicable) Mask for paint worker.JPG



Photo of fire safety equipment
Fire alarm test 1.JPG



Photo of the inside of the main production hall
Edge paintint.JPG



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



Photo of fire safety equipment
Fire alarm test 2.JPG



Photo of the inside of the main production hall
Electric cabinet.JPG



Photo of the sanitary facilities
Potable water.JPG



Photo of fire safety equipment
Fire equipment.JPG



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



Photo of the sanitary facilities
Toilets.JPG