
Auditee :	Haining Everbright Socks Co., Ltd.
Audit Date From :	26/05/2020
Audit Date To :	26/05/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Darlina Dong(Lead)
Auditing Branch (if applicable) :	



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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 A A A A A A A A A A A A A A A A A A A A A A A B B B A A A A A A A B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
B Good	<ul style="list-style-type: none"> Maximum 3 Performance Areas rated C No Performance Areas rated D or E These are three examples: A A A A A A B B B B B B B A A A A A B B B B B B B C B B B B B B B B B B C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E These are three examples: A A A A A A A A A C C C C A A A A A B B B B C C C D C C C C C C C C C C 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 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 :	Haining Everbright Socks Co., Ltd.		
DBID number :	380344		
Audit ID :	181551		
Address :	Building 5, No. 384 Xiachuan Road, Haining Economic Development Zone Haining		
Province :	Zhejiang	Country :	China
Management Representative :	Mr. Weiguang Zhang / General Manager		
Contact person:	Weiguang Zhang	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Accessories
Product Type :	Socks		

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 : 26/05/2021

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	C	D	A	A	A	A	A	A	A

Executive summary of audit report

Factory name: 海宁市光大袜业有限责任公司 Haining Everbright Socks Co., Ltd.
 Factory address: 海宁市海宁经济开发区硖川路384号5幢 Building 5, No. 384 Xiachuan Road, Haining Economic Development Zone, Haining, Zhejiang, China
 Business license number: 91330481570570670N
 The facility was established on March 9, 2011. The main products were socks. The main processes included knitting, linking, shaping, sewing, inspection and packing.

The audited facility only rented one 3-storey building from Haining Yongyue Textile Co., Ltd. as production, warehouse and office. No canteen or dormitory was provided for employees. The total construction areas of the audited facility were about 3,960 square meters.

There were totally 48 employees in the facility, including 4 non-production employees and 44 production employees. There were 15 male employees and 33 female employees. The youngest employee working in the factory was 19 years old. As per factory management, the peak season was not obvious.

Production workers' working hours were recorded by electronic attendance machine with detailed time in and time out information. Knitting employees worked in two shifts. The first shift was 7:30-15:30 and the second shift was 15:30-23:30. The rest employees worked in one shift which was from 8:00 to 17:00 with one hour lunch break (11:00 to 12:00). Production workers were paid on hourly rate on 20th of each month by cash.

According to the payroll and attendance records of 6 sample employees from July 2019, December 2019 and April 2020 respectively, it was noted that the regular wages of all sample employee at least RMB12.4 per hour (written as RMB12 per hour in the sheet of Business Activities), which was more than the local minimum wage RMB 1800 per month or RMB 10.34 per hour since December 1, 2017. All sample employees were paid 150% and 200% of regular wages for their work on weekday and rest days, which was not less than the statutory requirement. No overtime was arranged on holidays. And the sample employees maximum overtime hours were 2 hours a weekday, 8 hours a rest day, 0 hour a holiday, 14 hours a week and 56 hours a month in the testing months. The maximal weekly working hours were 54 hours. The longest consecutively working days was 6 days in the testing periods.

There were total 48 employees including 8 employees who had reached the retirement age. As per the social insurance receipt in April 2020, only 12 out of 40 employees (30%) had participated in pension, unemployment, maternity, medical and injury insurance.

The attendance records were cross-checked against production records and confidential interviews were conducted with 6 employees from different departments. No inconsistency regarding working hours was found.

At the end of the audit, a closing meeting was held with the factory representatives. All of the findings were disclosed and discussed and a corrective action plan was explained to the factory representatives. Mr. Weiguang Zhang / General Manager agreed with the findings and signed the corrective action plan.
 Opening meeting factory representatives (name and titles)
 Mr. Weiguang Zhang / General Manager
 Mr. Xin Song / HR
 Ms. Guoqin Zhang / Worker Representative

Remark:
 1. The below documents were not uploaded due to:
 Contractor license/permit, Agency labor contract, Government waivers and Collective bargaining agreements were not applicable for the audited facility;
 2. Audit Company: Bureau Veritas Consumer Products Service
 Audit Company APSCA Number: 11600002
 Lead Auditor Name: Darlina Dong, APSCA Auditor Registered Number: RA21700231

Ratings Summary



Auditee's background information			
Auditee's name :	Haining Everbright Socks Co., Ltd.	Legal status :	Co., Ltd.
Local Name :	海宁市光大袜业有限责任公司 (91330481570570670N)	Year in which the auditee was founded :	2011
Address :	Building 5, No. 384 Xiachuan Road, Haining Economic Development Zone	Contact person (please select) :	Weiguang Zhang
Province :	Zhejiang	Contact's Email :	everbrightzgw@163.com
City :	Haining	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	Not applicable
GPS coordinates :	North 30°32'41", East 120°43'5"	Total turnover (in Euros) :	3900000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	900,000 pairs per month
Product Group :	Accessories	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Socks		

Auditee's employment structure at the time of the audit			
Total number of workers :	48	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	15	33	
Temporary workers	0	0	
In management positions	2	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	7	29	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	15	33	
Production based workers	0	0	
With shifts at night	0	4	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 181551] Audit Date: 26/05/2020 PA Score: D

Deadline date:31/03/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the facility partially respected the requirement of this performance area. The facility had set up a management system to implement the amfori BSCI Code of Conduct. The facility identified the significant business partners and conducted the audit to overview of the significant business partners and their level of alignment with amfori BSCI Code of Conduct. However, on the audit day, there were still some issues which should be improved.

整体观察表明, 被审核方部分尊重这个执行领域的要求。被审核方已制定了一个管理系统去执行amfori BSCI行为守则。被审核方识别出了主要商业伙伴, 通过对主要商业伙伴进行审核以了解其遵守amfori BSCI行为守则的水平。但是, 在审核当天, 被审核方被发现还存在一些需要改进的问题。

1.1 - Written social compliance procedure was established in the factory. But the amfori BSCI management representative had poor knowledge of amfori BSCI COC, it did not implement effectively, non-conformance related to Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety, etc. were detected during the current audit. In accordance with the requirement of Performance Area 1.1. Factory management agreed with the issue and would take corrective action as soon as possible.

企业有建立关于社会责任的书面程序。但是amfori BSCI管理者代表对amfori BSCI行为守则的了解不足, 社会责任程序没有有效的实施, 此次审核中, 企业在工人参与和保护、公平报酬、体面的工作时间、职业健康安全等方面有发现不符合项。根据执行领域1.1。企业同意该问题并表示尽快改善。

1.4 - It was noted that the facility did not fully evaluate its workforce capacity to meet the expectations of deliver order or contracts, which caused monthly overtime hours exceeding the legal requirement. In accordance with Performance Area 1.4. Factory management agreed with the issue and would take corrective action as soon as possible.

企业没有充分评估其生产能力是否可以满足其生产订单要求, 导致加班超时。根据执行领域1.4。企业同意该问题并表示尽快改善。

Remarks from Auditee:

No remark from management

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 181551] Audit Date: 26/05/2020 PA Score: A

Deadline date:31/03/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the facility partially respected the requirement of this performance area. The facility had formulated a management system to involve workers and their representatives in amfori BSCI management system. They also provided trainings in terms of amfori BSCI knowledge for employees. They defined long term goals to protect workers according to the amfori BSCI COC. The facility set up an effective grievance mechanism. However, on the audit day, there were still some issues which should be improved.

整体观察表明, 被审核方部分尊重这个执行领域的要求。被审核方建立了管理体系把员工和员工代表涵盖在amfori BSCI的管理体系当中, 并为员工提供了amfori BSCI相关知识的培训。企业根据amfori BSCI行为守则制定了保护工人的长期目标, 并建立了有效的申诉机制。但是, 在审核当天, 被审核方被发现还存在一些需要改进的问题。

2.4 - Through document review and employee interview, the facility had provided the training of amfori BSCI codes for employees. However, majority of workers did not know about the amfori BSCI codes and did not know their roles in amfori BSCI management system. In accordance with Performance area 2.4 Factory management agreed with the issue and would take corrective action as soon as possible.

通过文件查阅和员工访谈, 企业为员工提供了amfori BSCI行为准则的培训, 但大部分员工仍不清楚amfori BSCI标准, 以及他们在该体系中的作用和职责。根据执行领域2.4。企业同意该问题并表示尽快改善。

Remarks from Auditee:

No remark from management

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

Full Audit [Audit Id - 181551] Audit Date: 26/05/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation showed that the facility fully respected the requirement of this performance area. The facility respected and protected the rights of free association and bargaining. Worker representatives were elected by employees. No collective bargaining agreement was available in the facility.

整体观察表明, 被审核方完全尊重这个执行领域的要求。被审核方尊重员工的自由结社和集体谈判的权利, 企业员工选举出了员工代表。员工没有和企业签订集体合同。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 181551] Audit Date: 26/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the facility fully respected the requirement of this performance area. Based on management interview and document review, the facility set up the anti-discrimination policy and any kind of discrimination was strictly prohibited in the facility. The facility provided relevant trainings for all employees, and let them know what was discrimination, how to face, solve and report, etc. As per employee interview, no discrimination happened before.</p> <p>整体观察表明，被审核方完全尊重这个执行领域的要求。基于管理层访谈和文件查阅，企业建立了禁止歧视的政策，任何形式的歧视在企业都是被严令禁止的。企业给所有员工提供了相关的培训，让员工知道什么是歧视，如何面对、解决以及举报等。通过员工访谈，企业没有歧视现象发生。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 181551] Audit Date: 26/05/2020 PA Score: C	Deadline date:31/03/2021
GOOD PRACTICES: None observed.	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the facility partially respected the requirement of this performance area. Payroll records from May 2019 to April 2020 were reviewed in this audit. All employees were paid on hourly-rate. The minimum wage paid to the sampled employees was RMB12.4 per hour which was more than the legal requirement RMB1800 per month or RMB 10.34 since December 1, 2017. The payment cycle was from 1st to the end of month and the wages were paid to employees on 20th of every month by cash. The pay slip was provided to employees. Annual leave, sick leave, marriage leave, maternity leave and funeral leave were defined in employee handbook. However, there were still some issues which should be improved.</p> <p>整体观察表明，被审核方部分尊重这个执行领域的要求。被审核方提供2019年5月至2020年4月的工资记录供审核。所有员工为计时制工资。根据提供的样本，被审核方支付给员工的最低工资为12.4元/小时，高于当地自2017年12月1日起的最低工资标准1800元/月或10.34元/小时。工资计算周期是每月1日至月末，工资在下个月20号以现金形式发放。工资条在发工资时提供给员工。并且，被审核方在员工手册中规定了年假、病假、婚假、产假以及丧假。但是，在审核当天，被审核方被发现还存在一些需要改进的问题。</p> <p>5.4 - It was noted that the facility did not establish systemic calculation method for decent living wage and did not identify the gap between actual remuneration and fair remuneration. In accordance with the requirement of Performance Area 5.4. Per management interview, the factory did not established procedure to ensure the wage for employees should meet a decent living standard. Factory management agreed with the issue and would take corrective action as soon as possible. 企业尚未建立系统性的体面生活工资的计算方法且没有识别实际薪酬和公平薪酬的差距。根据执行领域5.4。根据管理层访谈，企业没有建立程序确保工人支付达到体面生活标准的足够报酬。企业同意该问题并表示尽快改善。</p> <p>5.5 - It was noted that there were total 48 employees including 8 employees who had reached the retirement age. As per the social insurance receipt in April 2020, only 12 out of 40 employees (30%) had participated in pension, unemployment, maternity, medical and injury insurance. In accordance with Article 73 of the Labor Law of the People's Republic of China. Factory management agreed with the issue and would take corrective action as soon as possible. 企业现有48名员工，包括8名退休返聘人员。根据企业提供的2020年4月社会保险缴费单据显示，企业仅为12/40名员工(30%)提供了养老、医疗、失业、工伤和生育保险。根据《中华人民共和国劳动法》第73条。企业同意该问题并表示尽快改善。</p>	
Remarks from Auditee: No remark from management	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 181551] Audit Date: 26/05/2020 PA Score: D	Deadline date:31/03/2021
GOOD PRACTICES: None observed.	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the facility partially respected the requirement of this performance area. The facility used electronic attendance system. Some records such as daily production records, needle-broken records, inspection records, material in / out records and etc. had been reviewed and those records matched with the attendance records. Meanwhile through employee interview, no inconsistency was found. The working hours and wages could be verified in the audit. All employees worked overtime in normal working days or rest days. No overtime was arranged on holidays. The maximum daily overtime was 2 hours and the maximum consecutive working days were 6 days in the sampled periods. However, there were still some issues which should be improved.</p> <p>整体观察表明，被审核方部分尊重这个执行领域的要求。审核员发现企业采用电子考勤系统记录员工出勤情况，通过查看生产记录，如生产报表、断针记录、检验记录、出入库记录等，这些记录与考勤记录相吻合，员工访谈也没有发现不一致的情况。企业的工作时间和工资可以验证。员工在正常工作日或休息日加班。法定假日不加班。员工每日最大加班2小时，最长连续工作6天。但是，在审核当天，被审核方被发现还存在一些需要改进的问题。</p> <p>6.2 - According to the payroll and attendance records of 6 sample employees from July 2019, 6 sample employees from December 2019 and 6 sample employees from recent month April 2020. It was noted that 1) In July 2019, monthly overtime hours for 4 out of all 6 sample employees were 56 hours; 2) In December 2019, monthly overtime hours for 4 out of all 6 sample employees were 54 hours; 3) In April 2020, monthly overtime hours for 4 out of all 6 sample employees were 50 hours. In accordance with Article 41 of the Labor Law of the PRC The facility did not have a plan to reduce monthly overtime hours to meet legal requirement. All interviewees represented that they were voluntary to work overtime and they confirmed that they worked overtime more than 36 hours per month when orders were excessive. Factory management agreed with the issue and would take corrective action as soon as possible.</p> <p>抽样2019年7月6名员工，2019年12月6名员工和最近月2020年4月6名员工的工资考勤记录，显示：1）在2019年7月，所有6名员工中的4名的月加班为56小时；2）在2019年12月，所有6名员工中的4名的月加班为54小时；3）在2020年4月，所有6名员工中的4名的月加班为50小时。根据《中华人民共和国劳动法》第41条。目前企业暂无减少加班时间的计划。访谈员工表示自愿加班，在生产忙时每月加班时间超过36小时。企业同意该问题并表示尽快改善。</p>	
Remarks from Auditee: No remark from management	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 181551] Audit Date: 26/05/2020 PA Score: A	Deadline date:31/10/2020
GOOD PRACTICES: None observed.	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the facility partially respected the requirement of this performance area. Through factory tour, auditor found that sufficient fire safety equipment, including fire extinguishers, fire hydrants and fire alarms were provided throughout the facility. The facility installed first aid kits in every workshop. They appointed the specialist to inspect the validity of fire equipment and arranged all shift employees to participate in fire evacuation drills twice a year. The health and safety procedures according to amfori BSCI Code of Conduct were also established. However, there were still some issues which should be improved.</p> <p>整体观察表明, 被审核方部分尊重这个执行领域的要求。现场走访时, 审核员发现被审核方在厂区提供了足够数量的消防器材, 包括灭火器、消防栓和消防警铃等。被审核方每个车间配置急救药箱, 专人定期检查消防设施的有效性, 每年安排所有班次员工进行两次消防疏散演习。被审核方依据amfori BSCI行为准则的建立了健康安全程序。但是, 在审核当天, 被审核方被发现还存在一些需要改进的问题。</p> <p>7.1 - 1. It was noted that the factory did not provide the occupational health checks to all knitting employees contact with occupational hazard factors (noise and dust) during the last year. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases. Factory management agreed with the issue and would take corrective action as soon as possible. 2. It was noted that there was one cargo lift used in the facility for manufacturing. However, the facility could not provide the operator certificate for review. Regulations on Safety Supervision of Special Appliance article 38 Factory management agreed with the issue and would take corrective action as soon as possible. 1. 企业过去一年没有为所有接触职业危害因素(噪音和粉尘)的织造车间员工提供职业病体检。根据《中华人民共和国职业病防治法》第35条。企业同意该问题并表示尽快改善。2. 企业使用1部货梯, 但是未能提供货梯操作工证书。依据《特种设备安全监察条例》第38条 企业同意该问题并表示尽快改善。</p> <p>7.2 - It was noted that there were total 48 employees including 8 employees who had reached the retirement age. As per the social insurance receipt in April 2020, only 12 employees had participated in injury insurance. The rest employees did not participate in any injury insurance. In accordance with Article 73 of the Labor Law of the People's Republic of China. Factory management agreed with the issue and would take corrective action as soon as possible. 企业现有48名员工, 包括8名退休返聘人员。根据企业提供的2020年4月社会保险缴费单据显示, 企业仅为12名员工提供了工伤保险。其余员工未参加任何工伤保险。根据《中华人民共和国劳动法》第73条。企业同意该问题并表示尽快改善。</p> <p>7.3 - It was noted that the risk assessment for safe, healthy and hygienic working conditions was not conducted sufficiently. The risk assessment did not include regular monitoring and testing. In accordance with Performance area 7.3 Factory management agreed with the issue and would take corrective action as soon as possible. 企业为车间岗位进行风险评估不充分。风险评估没有包括定期监控和检测。根据执行区域7.3 企业同意该问题并表示尽快改善。</p> <p>7.11 - 1. It was noted that factory management was unable to provide the special equipment registration for one cargo lift being used in the facility for review. In accordance with Article 25 of Safety Monitoring Regulation of Special Equipment Factory management agreed with the issue and would take corrective action as soon as possible. 2. It was noted that factory management failed to provide the safety inspection reports for one cargo lift being used in the facility for review. In accordance with Article 28 of Safety Monitoring Regulation of Special Equipment Factory management agreed with the issue and would take corrective action as soon as possible. 1. 企业使用1部货梯, 但是未能提供货梯使用登记证。根据《特种设备安全监察条例》第25条 企业同意该问题并表示尽快改善。2. 审核员发现企业未能提供1部货梯的安全检验报告。根据《特种设备安全监察条例》第28条 企业同意该问题并表示尽快改善。</p> <p>7.17 - It was noted that no needle guard was installed over one sewing machine and no pulley guard was installed over 3 sewing machines. In accordance with Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene. The factory organized the machinery safety operation training regularly. Factory management agreed with the issue and would take corrective action as soon as possible. 企业缝纫车间1台缝纫机未安装针挡, 3台缝纫机未安装皮带轮保护罩。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条。企业定期组织机器操作安全的培训。企业同意该问题并表示尽快改善。</p> <p>7.23 - Remark: No transportation was provided for employees. 备注: 企业未给员工提供交通。</p>	
Remarks from Auditee: No remark from management	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 181551] Audit Date: 26/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the facility fully respected the requirement of this performance area. The facility set up the child labor forbidden policy and child labor remedy procedure. They provided trainings for HR and related officers to check the ID and age strictly during the hiring process. All interviewed employees knew the child labor forbidden policy and confirmed that no child labor was used in the facility.</p> <p>整体观察表明, 被审核方完全尊重这个执行领域的要求。被审核方建立了禁止童工政策和童工补救程序。被审核方为负责招聘的HR及相关人员提供培训, 让他们必须严格核实新近员工的年龄。所有访谈的员工均知晓禁止童工政策并且确定企业没有童工。</p>	
Remarks from Auditee:	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 181551] Audit Date: 26/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the facility fully respected the requirement of this performance area. The facility set up complete policies to protect young workers. They would provide free regular health check for young workers, reasonable working hours and position. They would prohibit to arrange overtime work and contact with hazardous materials to young workers. Through employee interview, management interview and document review, no young worker existed in the facility and the youngest employee was 19 years old. 整体观察表明, 被审核方完全尊重这个执行领域的要求。被审核方建立了完整的未成年工保护政策, 包括给未成年工提供定期免费体检, 合理的工作时间和工作岗位, 禁止未成年工加班和接触有毒化学品等。通过员工面谈, 管理层面谈和文件审核, 企业目前没有未成年工, 最小员工的年龄为19岁。	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 181551] Audit Date: 26/05/2020 PA Score: A	Deadline date:31/10/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the facility partially respected the requirement of this performance area. The labor contracts included the description of working hours, training, rest time and leave etc. Based on employee interview, they understood well of the content of labor contract and one copy of labor contract was kept by themselves. They also signed the written agreement with all retirees who were hired to work again. However, there were still some issues which should be improved. 整体观察表明, 被审核方部分尊重这个执行领域的要求。劳动合同的内容包括工时, 培训, 休息时间和假期, 报酬和支付条件等。通过员工访谈, 员工了解劳动合同内容且每位员工保留了一份合同。企业与退休返聘人员签订了书面的返聘协议。但是, 在审核当天, 被审核方被发现还存在一些需要改进的问题。 10.3 - It was noted that there were occupational hazard factor such as noise and dust in knitting workshop, etc. However, auditor found that the labor contracts provided by the facility did not include occupational hazard factors and protection against and prevention of occupational harm. In accordance with Article 33 of PRC Law of Prevention and Control of Occupational Diseases Factory management agreed with the issue and would take corrective action as soon as possible 企业存在职业危害因素, 如织造车间存在噪声和粉尘等, 但是相对员工劳动合同没有包含职业危害以及相应职业危害防护的内容。根据《中华人民共和国职业病防治法》第三十三条 企业同意该问题并表示尽快改善。	
Remarks from Auditee: No remark from management	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 181551] Audit Date: 26/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the facility fully respected the requirement of this performance area. The facility set up the policy on anti-bonded labor. Management understood well the scope of bonded labor. As per facility tour and employee interview, no bonded labor was found in the facility. No inhumane treatment happened. The discipline policy was also in accordance with legal requirement. 整体观察表明, 被审核方完全尊重这个执行领域的要求。企业制定了反强迫劳动的政策, 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企业内无强迫劳动的现象。员工也未遇到任何被侮辱或非人道的待遇。企业的惩戒政策也符合法律法规要求。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 181551] Audit Date: 26/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the facility fully respected the requirement of this performance area. Through document review and employees interview, the facility identified main environment factors and employees had the awareness to protect environment. They collected latest environmental protection laws and regulations. No waste water or waste gas was generated during manufacturing. No environmental accident happened in the facility. 整体观察表明, 被审核方完全尊重这个执行领域的要求。通过资料查阅和员工访谈, 企业识别了主要环境因素, 企业员工具有环保意识。企业收集了最新的环境保护法律法规。无生产废气和废水产生。企业没有发生过环境事故。	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 181551] Audit Date: 26/05/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation showed that the facility fully respected the requirement of this performance area. In order to verify that the compliance status of provided documents (such as attendance and payroll records, etc.), auditor reviewed a variety of production and other records to crosscheck. No inconsistency was found. 整体观察表明, 被审核方完全尊重这个执行领域的要求。为了验证提供文件(工资、考勤等)的符合性, 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。	
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	26/05/2020	181551	D	A	A	A	C	D	A	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
7.17 No needle guard.jpg



External photo(s) of the production unit(s)
7.17 No pulley guard.jpg



External photo(s) of the production unit(s)
Address number.jpg



External photo(s) of the production unit(s)
Aisle.jpg



External photo(s) of the production unit(s)
amfori BSCI COC.jpg



External photo(s) of the production unit(s)
Anti-explosive light.jpg



External photo(s) of the production unit(s)
Attendance system.jpg



External photo(s) of the production unit(s)
Chemical storage area.jpg



External photo(s) of the production unit(s)
Drinking water.jpg



External photo(s) of the production unit(s)
Earplugs and masks worn by knitting workshop.jpg



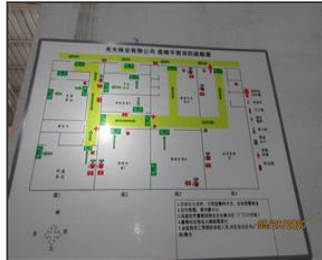
External photo(s) of the production unit(s)
Electric box with warning sign.jpg



External photo(s) of the production unit(s)
Emergency light testing onsite.jpg



External photo(s) of the production unit(s)
Evacuation direction sign.jpg



External photo(s) of the production unit(s)
Evacuation map.jpg



External photo(s) of the production unit(s)
Facility gate and name.jpg



External photo(s) of the production unit(s)
Finished product warehouse.jpg



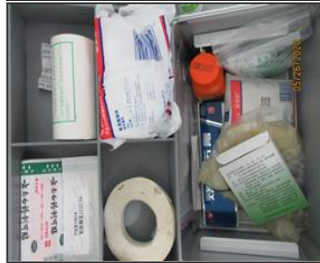
External photo(s) of the production unit(s)
Fire alarm testing onsite.jpg



External photo(s) of the production unit(s)
Fire hydrant and fire extinguisher.jpg



External photo(s) of the production unit(s)
Fire hydrant testing onsite.jpg



External photo(s) of the production unit(s)
First aid kit.jpg



External photo(s) of the production unit(s)
Inspection workshop.jpg



External photo(s) of the production unit(s)
Knitting workshop.jpg



External photo(s) of the production unit(s)
Linking workshop.jpg



External photo(s) of the production unit(s)
No smoking sign.jpg



External photo(s) of the production unit(s)
Packing workshop.jpg



External photo(s) of the production unit(s)
Personal locker.jpg



External photo(s) of the production unit(s)
PPE warning sign.jpg



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



External photo(s) of the production unit(s)
Raw material warehouse.jpg



External photo(s) of the production unit(s)
Safety exit sign and emergency light.jpg



External photo(s) of the production unit(s)
Sewing workshop.jpg



External photo(s) of the production unit(s)
Shaping workshop.jpg



External photo(s) of the production unit(s)
Suggestion box.jpg



External photo(s) of the production unit(s)
Toilet.jpg