
Auditee :	Zhuhai Measure Science and Technology Co., Ltd.
Audit Date From :	26/08/2016
Audit Date To :	26/08/2016
Expiry Date of the Audit :	Please refer to the producer profile in the BSCI platform
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Brittany Hu(Lead)
Auditing Branch (if applicable) :	TUV SUD China



BSCI Audit Summary Report

This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.
Access www.bsplatform.org, for entitled users only.

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

This is an extract of the BSCI Audit Report, which is available in the BSCI Platform. © Foreign Trade Association (FTA), 2013 - The English version is the legally binding One.

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>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>
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>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>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></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	A	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>
A	A	A	A	A	A	A	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>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																																	
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>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>
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>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 :	Zhuhai Measure Science and Technology Co., Ltd.		
DBID number :	361610		
Audit ID :	55491		
Address :	B Zone, Floor 3, Huang Yuyu Building A, No 11, Pingdong Fourth Road, Nanping Science and Technology Park Zhuhai		
Province :	Guangdong	Country :	China
Management Representative :	Mr. Guo Luqiang		
Contact person:	Tiffany Chen	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Tools Equipment - Power
Product Type :	Laser distance measure		

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 : 26/08/2017

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

Executive summary of audit report

[Location and size]:
Zhuhai Measure Science and Technology Co., Ltd. was located at B Zone, Floor 3, Huang Yuyu Building A, No 11, Pingdong Fourth Road, Nanping Science and Technology Park, Zhuhai City, Guangdong, China. The business license number was 914404000923600537. The production area occupied about 740 square meters and the office area occupied about 80 square meters.

[Structure of facility]:
The factory rented 3F of B zone of one 8-storey building as its production area, warehouse, and office. No dormitory and canteen were available.

[Employee analysis]:
There were total 29 employees at the factory, which included 6 males and 23 females. All the employees were above 18 years old.

[Summary of working hour]:
The factory used electronic timekeeping system to record workers' working hours. The factory had no obvious peak season. The time records from August 1, 2015 to August 26, 2016 were provided for review. Auditor selected May 2016, June 2016, and July 2016 as samples. 1 shift was available for all employees. The normal working hours 8 hours per day and 40 hours per week and the working time was 08:30-12:00, 13:00-17:30. The maximum overtime hours were 2 hours per day from 18:00 to 20:00 and 82 hours per month and the maximum total weekly working hours were 58 hours.

[Summary of compensation]:
The payroll registers from August 2015 to July 2016 were provided for review. The auditor selected May 2016, June 2016, and July 2016 as samples. The employees were paid by hourly rate. The lowest wage was RMB9.48 per hour which met the local minimum wage. Overtime work was paid 150%, 200% , and 300% of normal wage rate for normal overtime work, weekend overtime work and holiday overtime work respectively. No overtime work was arranged at statutory holidays and 100% of normal rate was paid for workers for the holidays.

[Summary of interview]:
The interviewees stated that the factory had signed labor contracts with them and they were also provided with one copy of the labor contracts. No deposit or retention of ID was required for working at the factory. The employees were treated with respect and dignity, and had equal opportunity for promotion, training and overtime work. No disciplinary practice, abuse, intimidation or discrimination case were found or heard at workplace. All interviewees were free to have drink and go to toilet during working hours.

[Special scene during on site observed]:
N/A

Ratings Summary



Auditee's background information			
Auditee's name :	Zhuhai Measure Science and Technology Co., Ltd.	Legal status :	Ltd company
Local Name :	珠海码硕科技有限公司	Year in which the auditee was founded :	2014
Address :	B Zone, Floor 3, Huang Yuyu Building A, No 11, Pingdong Fourth Road, Nanping Science and Technology Park	Contact person (please select) :	Tiffany Chen
Province :	Guangdong	Contact's Email :	sale@measure.hk
City :	Zhuhai	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N/A	Total turnover (in Euros) :	2699128.00
Sector :	Non-Food	Of which exports % :	30.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	70.00
If other, please specify :		Production volume :	200000 pieces per year
Product Group :	Tools Equipment - Power	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Laser distance measure		

Auditee's employment structure at the time of the audit			
Total number of workers :	29	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	6	23	
Temporary workers	0	0	
In management positions	3	9	
Apprentices	0	0	
On probation	2	13	
With disabilities	0	0	
Migrants (national citizens)	2	14	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	6	23	
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 - 55491] Audit Date: 26/08/2016 PA Score: B

Deadline date:31/12/2016

GOOD PRACTICES:
NONE

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfills the BSCI requirements of this performance area. The auditee had established social compliance policy and procedures based on BSCI standards and conducted periodical internal audit and management review, appointed a senior manager to ensure that the BSCI values and principles were followed, had a good overview of its significant business partners and their level of alignment with BSCI Code of Conduct, and calculated its production cost. However, gaps had been identified in the performance area.

总体观察显示被审核方在该执行领域部分符合BSCI的要求。被审核方基于BSCI的标准建立起了一套社会责任政策和程序,定期进行了内审及管理评审,委任了一名高级经理来确保遵循BSCI价值和原则,对主要商业伙伴及其符合BSCI行为守则的水平有较好的认识,计算了生产成本。但是,在该执行领域仍然存在差距。

- 1.4 -** No evidence showed that the auditee had calculated the delivery times and the auditee did not properly organised its workforce capacity which resulted that workers' overtime hours exceeded legal requirement (36 hours) per month systematically.
无证据显示工厂计算了交货时间。被审核方未能合理规划生产能力,导致工人月加班系统性超过36小时的法律要求。

Remarks from Auditee:
NONE

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 55491] Audit Date: 26/08/2016 PA Score: C

Deadline date:31/12/2016

GOOD PRACTICES:
NONE

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfills the BSCI requirements of this performance area. The factory had established good management practices that involved workers and their representatives in sound information exchange on workplace issues, defined long term goals to protect workers, taken specific steps to make workers aware of their rights and responsibilities, provided training on BSCI Code to its managers and other decision makers, and had established one grievance mechanism. However, gaps had been identified in the performance area.

总体观察显示被审核方在该执行领域部分符合BSCI的要求。被审核方让工人及其代表参加并交流了工作场所(车间)问题的信息,定义了长期目标以保护工人,采取了特定程序使工人了解其权利和责任,向经理们以及其他决策人员提供了BSCI行为守则相关的培训,建立了一个申诉机制。但是,在该执行领域仍然存在差距。

- 2.2 -** The long term goals defined by the auditee did not reflect a step-wise approach toward making sustainable improvements.
被审核方制定的长期目标未体现持续改进的方法。
- 2.4 -** The auditee did not provide training on BSCI Code for worker representative.
工厂未提供BSCI行为守则方面的培训给工人代表。
- 2.5 -** The auditee did not conduct regular survey on the grievance procedure.
被审核方未对申诉程序进行满意度常规调查。

Remarks from Auditee:
NONE

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

Full Audit [Audit Id - 55491] Audit Date: 26/08/2016 PA Score: A

Deadline date:

GOOD PRACTICES:
NONE

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee fulfills the requirements of this performance area. The auditee had established policies to guarantee the rights of freedom of association and collective bargaining. 1 worker representative was freely elected by workers. Per the workers' and worker representative's statement, they were not limited or other unfair treatment by the auditee on forming, joining and voting for a legal worker organization and collective bargaining.

总体观察显示被审核方符合该执行领域的要求。被审核方建立起了政策以保证自由结社和集体谈判的权利。1名员工代表由工人自有选举产生,根据员工和员工代表的陈述,被审核方对于员工成立、参加和投票一个合法工人组织和集体谈判没有任何限制和其他的不公平对待。访谈显示员工与员工代表之间的沟通并无受限。当前厂内没有进行集体谈判事项。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 55491] Audit Date: 26/08/2016 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirements of this performance area. The auditee had established procedures and policies of no discrimination, and based on onsite observation, interview and document checking, no discrimination issue was found and factory followed the steps of internal assessment, root cause analysis and policy towards eradicating discrimination, took the necessary preventative and remedial measures to ensure workers were not disciplined, dismissed or otherwise discriminated against because of their complaints against infringements of their rights, and took necessary preventative and/or remedial measures so workers were not harassed or disciplined on any grounds of discrimination listed in the BSCI Code.</p> <p>总体观察被审核方符合该执行领域的要求。被审核方已经建立了禁止歧视的程序文件，现场观察，员工访谈和文件查阅均未发现歧视的问题，也通过内部评估、根本原因分析、建立政策这些步骤以消除歧视，确保工人不因其对侵犯他们权利的投诉而受到惩戒、罢免或歧视，在不担心报复的情况下自如地使用申诉机制。并且采取了合适的措施，以便工人不因歧视而感到困扰或受到惩戒。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 55491] Audit Date: 26/08/2016 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirements of this performance area. The auditee had established wage system based on BSCI standards and local requirements. Workers were paid by hourly rate. Wages were issued at the 10th of the following month by cash. The minimum wage was guaranteed. The lowest basic wages paid for workers were RMB9.48/ hour, which met the local minimum wage of RMB9.48/ hour. Wages were issued timely and sufficiently per the payroll records and interview. Wages level could reflect workers' skills and education. Pay slips were provided so workers could understand the composition of their wages. Workers were provided with social benefit such as social insurance, paid annual leave, paid sick leave etc. required by legal requirements. And no illegal deduction was made.</p> <p>总体观察显示被审核方符合该执行领域的要求。被审核方基于BSCI标准和当地法规要求建立起了一套薪酬系统。员工以月薪制支付。工资于下个月的10日通过现金的方式发放。最低工资受到保障。员工月最低基本工资为RMB9.48/小时，符合当地RMB9.48/小时的最低工资水平。根据工资记录和访谈，工资准时、足额发放。工资水平能够反映工人的技能和教育程度。工厂提供工资条给员工以使员工明白其工资构成。被审核方按照法律规定提供了社会福利如社保、病假、带薪年假等给工人，没有非法扣款的情况。</p>	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 55491] Audit Date: 26/08/2016 PA Score: D	Deadline date:31/12/2016
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee did not fulfill the requirements of this performance area. Written policy and procedures on working hours and wages were established. Normal working hours in the factory were 8 hours per day and 40 hours per week. The maximum daily working time was 10 hours (8 hours regular+2 hour overtime) per day, the maximum weekly working hours were 58 hours (40 hours regular working time + 18 hours overtime working time). Workers had the right to have breaks in every working day such as 1 hour for lunch and break. Employees were paid 150%, 200%, and 300% of normal rate for overtime at weekdays, weekends, and statutory holidays. No overtime work was arranged at statutory holidays and 100% of normal rate was paid for workers for the holidays. And one day off per seven days was guaranteed for all employees. However, gaps had been identified in the performance area.</p> <p>总体观察显示被审核方未能符合该执行领域的要求。被审核方建立了书面的工时工资政策。正常工作时间为8小时每天，40小时每周。最多日上班时间为10小时(8小时正班时间+2小时加班时间)，最多周上班时间是58小时(40小时正班时间+18小时加班时间)。工人享有在工作日休息的权利如有1小时的吃饭午休时间。员工的平时/周末/法定假的加班费率以正常工资的150%、200%、300%支付。法定假未安排加班，工厂支付工人正常工资的100%。另外，所有员工都提供了七天一休。但是，在该执行领域仍然存在差距。</p> <p>6.2 - The monthly overtime hours for 6 out of 6 sampled employees exceeded local legal limit of 36 hours, and were up to 74 hours in May 2016, 74 hours in June 2016, and 82 hours in July 2016. (PRC Labor Act (1995), Article 41). 6名抽样员工中6名员工的月加班均超过法定的36小时，最大月加班在2016年5月为74小时，在2016年6月为74小时，在2016年7月为82小时。</p>	
Remarks from Auditee: NONE	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 55491] Audit Date: 26/08/2016 PA Score: D

Deadline date:31/12/2016

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee did not fulfill the requirements of this performance area. The auditee had established policies and procedures on occupational health and safety based on BSCI standards and local law requirements. Workers' protection was improved in case of accident, including through compulsory insurance schemes. There was active cooperation between management and worker representatives when developing and implementing systems towards ensuring OHS. Regular health and safety training was provided to employees on work station safety, machine safety, use of PPE, chemical safety, fire evacuation, fire fighting etc. Chemical management procedure was established and followed. Written accident and emergency procedures were developed and implemented. Signs and warnings such as PPE warning signs were posted at most workplace where visible potential hazards existed. Accident and injuries reporting procedure was established and followed effectively and accident was recorded and kept as per requirements. Equipment and buildings used for production were stable and safe. OHS procedure documented workers' right to remove workers themselves from imminent danger and the right was well-informed to workers by training. One competent electrician was responsible for the electric safety, and confirmed by onsite observation, the electrical installations were maintained well. Adequate and proper working fire fighting equipments such as fire extinguishers, fire hydrants, fire alarms were available and regularly checked in the factory. Escape routes and aisles and emergency exits were fully and simultaneously unblocked, unlocked and accessible. Exit signs and emergency lights were properly installed, and well-functioning and verified once per month, and lit evacuation indicating signs were installed inside the workshops and warehouses and one emergency staircase of the factory building. Machines were adequately safeguarded, maintained by competent personnel regularly and maintenance records were kept, and special equipments such as elevator were inspected regularly as per legal requirements. Written emergency procedures was established and communicated to workers, and qualified first aiders were available in the factory. Clean drinking water and sufficient restrooms were always accessible without restrictions. The temperature, humidity, space, sanitation and illumination were adequate for the health and safety of workers. 7.21. No canteen was provided; 7.23 No transportation was provided; 7.24 No dormitory was provided.

总体观察显示被审核方未符合该执行领域的要求。工厂基于BSCI标准和当地法规对于职业健康和安全的的要求建立了政策和程序。被审核方在寻求改善意外发生时为工人提供了保护包括通过强制保险方案。

管理层与工人代表之间在开发和执行职业健康安全管理体系时展开了积极合作。在工作场所安全、机器安全、劳保用品适用、化学品安全、消防疏散及防火安全等方面为工人提供了定期的职业健康培训给员工。被审核方建立并执行了了化学品管理程序。大多数工作场所张贴了标志和警告如劳保用品警示标语。建立并执行了工伤汇报程序, 按照要求记录并保留了工伤记录。生产设备和建筑稳定可靠。职业健康安全程序中规定了工厂尊重工人在迫切危险发生时可无需批准离开权利, 并将该权利通过培训的方式传达给了工人。由一名合格的电工负责电气安全, 现场观察电气装置和设备状态良好。安装了充足有效的灭火装置如灭火器、消防栓、警铃, 并对其进行了定期检查。工厂的逃生路线和走廊及紧急出口未被堵塞、未被上锁、容易进入, 安全出口标识及应急灯适当安装, 运行良好并一个月检查一次, 灯光疏散指示安装在车间、仓库以及一条应急楼道。

机器设备安装有效防护, 由有资质的人员定期维护保养并保留有维护保养记录, 特种设备如电梯有按照法律要求定期检验。建立了书面的急救程序并将之传达给了工人, 有经培训合格的急救人员。干净的饮用水和充足的卫生间不受限制的提供。工作场所的温度、湿度、空间、卫生、照明足以确保工人的健康和安全的。7.21工厂没有设餐厅; 7.23 工厂未提供交通; 7.24 工厂没有提供宿舍。

7.1 - The auditee was not fully in observance of the occupational health and safety regulations applicable for its activities, e.g. no evacuation indicating signs were installed at one staircase of the factory.
被审核方没有完全遵守健康安全法律法规, 如工厂在车间未按照法规要求在一条疏散楼梯安装疏散指示。

7.5 - The evacuation drills conducted at the auditee were not documented with clear indication of duration.
被审核方进行的疏散演习未书面说明疏散时间。

7.11 - The auditee did not provide fire license for factory building. (Fire Prevention Law of the People's Republic of China (2008) Article 11 & 13).
被审核方未能提供厂房的消防验收合格证明。

7.13 - No electrical installations and equipment inspection records were available.
被审核方未能提供电气设施检查记录。

7.15 - The auditee did not install evacuation indicating signs 1 out of 2 staircases of factory building. (Code of Design on Building Fire Protection and Prevention (GB50016-2006), Article 11.3.4). Remark: Factory representative said it was because the staircase was located inside another factory.
被审核方未在厂房2个楼道中的1个楼道安装疏散指示。备注: 工厂代表表示这是由于该楼梯位于另外一家工厂所在的位置。

Remarks from Auditee:

NONE

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 55491] Audit Date: 26/08/2016 PA Score: A

Deadline date:

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee fulfills the requirements of this performance area. The auditee had established policies and procedure to prevent recruitment of child labor. The age verification procedure was followed during hiring process and periodic checking was conducted to identify suspicious child labor and employees' ID copies were kept. A child labor remediation procedure was established too to handle child labor issue. Currently the youngest worker in the auditee was over 18 years old.

总体观察显示被审核方符合该执行领域的要求。被审核方建立了政策和程序去防止雇佣到童工。在招聘中会使用到年龄核实程序并且会定期检查确认可疑童工身份并保留了员工的身份证复印件。同时, 被审核方建立了童工补救措施以处理童工问题。当前最年轻员工的年龄超过18岁。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 55491] Audit Date: 26/08/2016 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfills the requirement of this performance area. The auditee had established policies and procedure to identify young workers. A procedure regarding working conditions of young workers was also established to handle young worker issue and minimize the risks. Currently no young worker was hired in the factory and the youngest worker in the auditee was over 18 years old. 总体观察显示被审核方符合该执行领域的要求。被审核方建立了政策和程序去识别未成年工。建立了针对未成年工工作条件的程序去处理未成年工事项和降低风险。当前并无未成年工, 年纪最少的员工年龄超过18周岁。	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 55491] Audit Date: 26/08/2016 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfills the requirements of this performance area. The auditee had established a policy based on BSCI standards and local law requirements to protect employment relationship. No cause of insecurity existed such as use seasonal contracts for permanent positions. All hired workers signed labor contracts within one month after joining in the auditee and a copy of labor contracts was provided to workers and the contents on labor contracts were fully in compliance with local law on temporary period working hour, payments, wage issuing date, working condition etc. There was no evidence to show the factory tried any unfair employment method to reduce its obligations. 总体观察显示被审核方符合该执行领域的要求。被审核方基于BSCI的标准和当地法规要求建立了包含雇佣关系的政策和程序。不存在不安定因素如在永久性工作中使用季节性合同。所有雇佣的员工都会与所审核的工厂在一个月内签订劳动合同并且工厂会留一份劳动合同副本给员工。劳动合同的内容, 如试用期限、工时、工作、工作条件等均完全符合当地法律。没有任何证据显示被审核方通过不公平的雇佣方式去减少其义务。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 55491] Audit Date: 26/08/2016 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfills the requirements of this performance area. The auditee had established a policy based on BSCI standards and local law requirements to identify and prevent bonded labor. Training regarding identifying and reporting bonded labor was provided to workers periodically. And there was no any form of bonded labor observed or reported during the audit. 总体观察显示被审核方符合该执行领域的要求。被审核方基于BSCI的标准和当地法规要求建立了识别和防止强迫劳工的政策和程序, 定期给员工提供强迫劳工的识别与报告。在本次审核中没有发现或者存在报告强迫劳工的情况。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 55491] Audit Date: 26/08/2016 PA Score: A	Deadline date:31/12/2016
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee partially fulfills the requirement of this performance area. Procedures were established to ensure the integration of local environmental law into the business performance. The auditee obtain the relevant environmental permits and licenses such as report form of environmental impacts and EIA approval, properly managed its waste without dumping the waste material into the environment, and managed water in a way that respected the environment, particularly but not limited to preserving local water sources. However, gaps had been identified in the performance area. 总体观察显示被审核方部分符合该执行领域的要求。被审核方建立了程序用以确保将当地法规要求纳入商业运作, 取得了相关的环保证照如环境影响报告表、批复, 采取恰当的方式管理废弃物防止倾倒入环境, 以保护环境的方式管理水资源, 尤其不限于保存当地水资源。但是, 在该执行领域仍然存在差距。 12.2 - Some environmental legislation was provided by the auditee, but the auditee did not develop effective ways to ensure: • Ongoing identification of environmental legislation • Definition of the environmental requirements that apply to its own daily activities • Identification of sources of information on environmental legislation. 被审核方提供了一些环境法规, 但是未建立有效的方式以确保下列情况的机制: ■ 环境法规的持续识别 ■ 适合每日业务活动的特定要求的定义 ■ 环境法规信息来源的识别	
Remarks from Auditee: NONE	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 55491] Audit Date: 26/08/2016 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirement of this performance area. Anti-corruption policy and procedure for investigation and discouragement of unethical behaviour were established by the auditee. Corruption risk assessment was conducted by the auditee and trainings to promote and reward integrity were provided for workers and managers. Employees' personal information was collected, used and processed with reasonable care and in accordance with privacy and information security laws and regulatory requirements. Based on onsite observation and the provided documents/ records, the auditee provided consistent information for this audit and no non-ethical behavior was observed.</p> <p>总体观察显示被审核方符合该执行领域的要求。被审核方建立了反腐败政策及调查和防止不道德的商业行为的程序,进行了腐败风险评估,提供了提升诚信度的培训给员工和经理。以合理谨慎的方式、按照隐私和安全法和法规的要求收集、使用和处理个人信息。根据现场观察和所提供的文件/记录,被审核方在审核中提供了一致性的信息。当前审核没有发现不道德商业行为。</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	26/08/2016	55491	B	C	A	A	A	D	D	A	A	A	A	A	A	C

Producer Photos



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

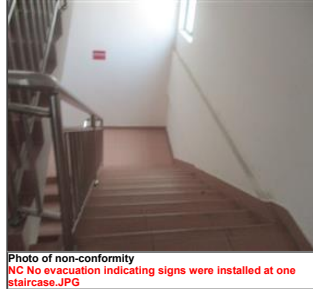


Photo of non-conformity
NC No evacuation indicating signs were installed at one staircase.JPG



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



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

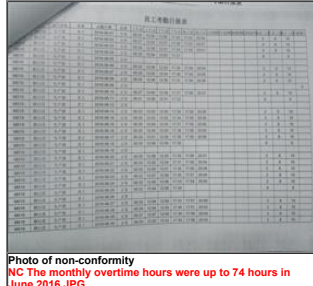


Photo of non-conformity
NC The monthly overtime hours were up to 74 hours in June 2016.JPG



Photo of the inside of the main production hall
Materials storage area.JPG



External photo(s) of the production unit(s)
Gate of industrial zone where factory located.JPG

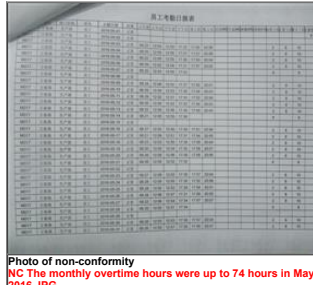


Photo of non-conformity
NC The monthly overtime hours were up to 74 hours in May 2016.JPG



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



Photo first aid facilities
First aid kit.JPG

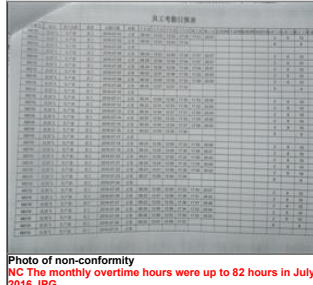


Photo of non-conformity
NC The monthly overtime hours were up to 82 hours in July 2016.JPG



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



Photo of fire safety equipment
Evacuation indicating sign and emergency light.JPG



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



Photo of the personal protection equipments (if applicable)
Workers were wearing proper mask during work.JPG

