
Auditee :	CIXI CITY MAILE ENVIRONMENTAL PROTECTION TECHNOLOGY CO LTD
Audit Date From :	25/09/2020
Audit Date To :	25/09/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Barry Shi(Lead)
Auditing Branch (if applicable) :	SGS CHINA



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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 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	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 :	CIXI CITY MAILE ENVIRONMENTAL PROTECTION TECHNOLOGY CO LTD		
DBID number :	400601		
Audit ID :	193664		
Address :	No. 174-11, Luoming South Road, Nangang Village, Guanhaiwei Town, Cixi, Ningbo		
Province :	Zhejiang	Country :	China
Management Representative :	Jihong Ye		
Contact person:	Zhedong Yu	Sector :	Non-Food
Industry Type :	Plastic Industry	Product group :	Other plastic like products (please specify)
Product Type :	Mop		

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 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 : 25/09/2021

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

Executive summary of audit report

CIXI CITY MAILE ENVIRONMENTAL PROTECTION TECHNOLOGY CO LTD locates at No. 174-11, Luoming South Road, Nangang Village, Guanhaiwei Town, Cixi, Ningbo, Zhejiang, China. The factory founded on Nov. 12, 2012 from business license and its number is 91330282053846579J. The factory mainly manufactured mop. The main production processes in the factory are assembly and packing. The factory used the 4th floor of one 5-storey building as office, production and warehouse.

The factory provided the attendance records provided from Aug. 1, 2019 to the audit day. All workers were operated with one shift: 7:30-11:30; 12:30-16:30, and the regular working time is from Monday to Friday, 8 hours per day, 40 hours per week. The workers often worked 2 hours overtime per day on weekdays when busy and 8 hours overtime on Saturday. All employees could have rest on every Sunday. The maximum daily and monthly overtime were 2 hours and 58 hours from sampled workers.

Based on the payrolls from Aug. 2019 to Jul. 2020 provided by the auditee, it was noted that at least RMB2500 per month (RMB14.37 per hour) as regular wage which met the legal requirement RMB1800 per month (RMB10.34 per hour) since Dec. 1, 2017. Paid annual leaves, holiday wages and etc were provided to all workers. The workers' wage was paid by cash on 30th of following month.

The factory implemented a social compliance management system based on the amfori BSCI Code of Conduct, but there were findings still identified in some performance areas and the factory should improve them accordingly.

Remark:

1. There is no human resource agency used in place and the factory did not have the Consolidated Working Hours System Approval.
2. The factory did not provide canteen, dormitory and transportation for all workers.
3. This audit was conducted by Barry Shi (RA21701770).
4. The factory provided independent business license and lease contract showed they rented the 4th floor of one 5-storey building from Cixi Jiayang Intelligent Technology Co., Ltd (慈溪市佳扬智能科技有限公司) used as production area and office. The 1st floor was used for supermarket, 2nd, 3rd and 5th floor was locked during audit. This audit only covers the 4th floor of rental area and it was about 1500 square meters.

Ratings Summary



Auditee's background information			
Auditee's name :	CIXI CITY MAILE ENVIRONMENTAL PROTECTION TECHNOLOGY CO LTD	Legal status :	Ltd company
Local Name :	慈溪市麦乐环保科技有限公司	Year in which the auditee was founded :	2012
Address :	No. 174-11, Luoming South Road, Nangang Village, Guanhaiwei Town, Cixi,	Contact person (please select) :	Zhedong Yu
Province :	Zhejiang	Contact's Email :	jamie@i-smiler.com
City :	Ningbo	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) :	None
GPS coordinates :	N 30°8'55" E 121°23'22"	Total turnover (in Euros) :	3000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Plastic Industry	Of which domestic market % :	0.00
If other, please specify :		Production volume :	800,000pcs per year
Product Group :	Other plastic like products (please specify)	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Mop		

Auditee's employment structure at the time of the audit		
Total number of workers :	26	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	17	9
Temporary workers	0	0
In management positions	2	2
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	14	5
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	17	9
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 - 193664] Audit Date: 25/09/2020 PA Score: D

Deadline date:25/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee 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. The factory established completed BSCI management system but there were still some findings identified. Ms. Jihong Ye/General Manager 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.

被审核方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。工厂已经建立了完整的BSCI管理体系，但是仍有部分方面不足，叶继红/总经理被工厂指定为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，程序显示工厂在选择供应商时，会考虑到了其社会责任表现。

1.1 - The main auditee partially respects this principle. The factory had set up management procedures to implement BSCI Code of Conduct, but still found some procedures were not implemented effectively such as overtime hours exceeded the legal limit, the factory only provided social insurance for parts of employees, health and safety issue found on site etc.

被审核方部分遵循该准则。工厂建立了确保BSCI有效实施的管理程序，但仍然发现部分程序未有效执行，例如加班时间超时，工厂只为部分员工购买了社保，现场存在健康和安全问题等。

1.4 - The main auditee partially respects this principle because as per management interview and documents review, the management was aware of the workforce planning and cost accounting, and the workforce planning and cost accounting procedure were established. But the auditee did not evaluate its workforce capacity to meet the expectations of deliver order or contracts. According to attendance and payroll records review, the workers' overtime exceeded the law requirement.

被审核方部分遵循该准则。原因是根据管理层访谈及文件审核，管理层有了解产能规划和成本核算，且工厂建立产能规划和成本核算程序。但被审核方没有评估其生产能力是否可以满足其生产订单要求。根据考勤和工资记录查阅，员工的加班时间超出法规的要求。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 193664] Audit Date: 25/09/2020 PA Score: C

Deadline date:25/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory provided amfori BSCI relevant trainings for all employees and posted amfori BSCI COC in workshop; the factory established effective grievance mechanism for individuals and communities. Workers could transfer their ideas or complaints through suggestion box, worker representative or management. Suggestion box was available for the factory. The management opened it once per month with the worker representative. Until audit day, no complaint was occurred in the factory. Interviewed employees understood their right and responsibilities.

工厂给全体员工提供了amfori BSCI相关的培训，并张贴amfori BSCI行为准则在车间；被审核方建立了有效的针对个人和团体的申述机制。工人可以通过意见箱，工人代表或管理层表达自己的想法或抱怨。工厂设置了意见箱。管理层与员工代表每个月开箱一次。截止审核当天，未发生过申诉案例。受访员工理解他们的权利和职责。

2.2 - The main auditee does not respect this principle because the factory did not define a detail step-by-step action plans and measures to complete the long-term goal such as monthly overtime compliances with legal requirement.

被审核方未遵循该准则，原因是工厂没有定义具体步骤和措施去实现长期目标例如月加班符合法规要求。

2.4 - The main auditee partially respects this principle because about 50% interviewed workers did not fairly understand the requirements social responsibility of amfori BSCI Code. Although the factory provided the training of amfori BSCI system to all workers and posted the amfori BSCI code in workshop.

被审核方部分遵守该原则，原因是50%被访谈工人不了解amfori BSCI行为准则和社会责任要求。虽然工厂给所有工人提供了amfori BSCI体系培训并且在车间张贴了amfori BSCI行为准则。

Remarks from Auditee:

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

Full Audit [Audit Id - 193664] Audit Date: 25/09/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory established the policy on the rights of freedom of association and collective bargain. Satisfactory evidence has been showed that workers are freely to elect worker representatives. One worker representative was elected by all employees. The Workers' representative was not discriminated but had free access to workers and was encouraged to communicate with workers regarding anything about workers' rights and obligations. Regular meeting was conducted by worker representatives and the management.

工厂建立了自由结社方面和集体谈判权的程序文件。令人满意的证据表明员工可以自由选举员工代表。1名员工代表由全体员工选举产生。员工代表没有受到歧视，而是可以自由地接近员工并被鼓励积极与员工沟通有关其权利和义务的任何问题。员工代表们与管理层定期举行会议。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 193664] Audit Date: 25/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory established formal policy to prohibit discrimination, harassment and abuse. Discrimination based on grounds of race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status was prohibited. Written disciplinary procedure was established according to the law, and provided training to employees and managers. 工厂建立了禁止歧视、虐待、体罚的制度。企业不会因种族、肤色、年龄、性别、性取向、民族、疾病、怀孕、宗教、政治倾向、工会会员身份、婚姻状况而歧视员工。企业按照法律规定建立了惩戒措施的书面程序，并且给员工和管理人员进行了培训。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 193664] Audit Date: 25/09/2020 PA Score: B	Deadline date:25/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: 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 Aug. 2019 to Jul. 2020 provided by the factory, the minimum wage paid by the factory was RMB2500 per month, which was more than legal requirement. No other deduction except individual income tax deduction was identified according to wages records of workers. All these processes and evidences were cross checked by document review, worker interview and management interview. 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2019年8月至2020年7月的工资记录显示，工厂给员工支付最低RMB2500每月的工资，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最低工资标准。根据员工的工资记录，员工仅有个税的扣款记录，无其它的扣款。以上过程均用文件，访谈等方式进行核实过。 5.5 - The main auditee does not respect this principle because based on social insurance invoice from Jun. 2020 to Aug. 2020 and confirmed with management, there were 26 workers in the factory and 4 workers were provided with retirement insurance, medical insurance, unemployment insurance, maternity insurance and injury insurance. The factory also provided commercial injury and accident insurance for other 22 workers. The valid period is from Aug. 15, 2020 to Aug. 14, 2021. Meanwhile, no evidence was identified that the workers had taken part in the agricultural insurance. Based on management interview and workers interview, the workers did not want to participate in the social insurance. 被审核方未遵守该准则。原因是根据工厂提供的社保缴费凭证2020年6月到2020年8月以及管理层确认，工厂共26名员工其中只给4名员工提供了养老保险，医疗保险，失业保险和生育保险和工伤保险。工厂给剩余22名员工提供了商业意外保险。有效期从2020年8月15日到2021年8月14日。另没有证据显示工厂员工有参加农保，且访谈员工表示自己不愿意参保。	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 193664] Audit Date: 25/09/2020 PA Score: D	Deadline date:25/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory established Working Hour Management Procedure which defined that normal working hours were 40 hours per week, maximum 3 overtime hours per day and 36 OT hours per month. The factory used electronic attendance system to record workers' working hours. Their regular work days were from Monday to Friday with 8 hours per day. Sampled workers' maximum OT hours were 2 hours per day, 12 hours per week and 58 hours per month; the longest consecutive working days were 6 days. No overtime work was arranged on statutory holidays. From 6 sampled workers' monthly overtime hours exceeded the legal limit, but no one looked tired during the working time, no worker injured due to the overtime working during last 12 months, no forced labor was found, all the overtime hours were voluntary, no sub-contractor or home worker was found. 工厂制定了工作时间管理程序，规定公司实行每周40小时的标准工时制，最多加班每天不超3小时，每月不超36小时。工厂使用指电子考勤系统记录员工的考勤。正常的工作时间为周一至周五每天8小时。抽样员工最大加班时间为每天2小时，每周12小时，每月58小时；最长的连续工作天数是6天。未安排法定假日加班。尽管抽样的6名员工的月加班均超出法规上限，但未发现员工表现疲劳，过去12个月没有员工因为加班受工伤，无强迫劳动情形，所有加班都出于自愿，未发现分包或者家庭工。 6.2 - The main auditee does not respect this principle because the factory did not ensure the overtimes of workers in accordance with the local law. Based on review the attendance record from Aug. 1, 2019 to the audit day, the monthly overtime hours for all sampled workers exceeded 36 hours, and the maximum monthly overtimes were 58 hours in Aug. 2019. 被审核方未遵守该准则。根据2019年8月1日至审核日的考勤记录，所有抽样工人的月加班时间存在超过36小时的情况，最大月加班时间为2019年8月的58小时。	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 193664] Audit Date: 25/09/2020 PA Score: A	Deadline date:25/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The production process mainly is assembly and no obvious machine risk on site. Fire facilities such as fire hydrant, extinguishers, emergency lights and exit signs etc were installed properly and inspected monthly on site. The fire drills were conducted twice per year. The last fire drill including evacuation practice was conducted on Sep. 15, 2020. Other trainings on safety were also arranged regular. Evacuation routes were unblocked and evacuation plans were posted at each workshop. There were adequate first aiders in the factory. Sufficient first aid kits were equipped in each workshop. The drinking water was freely provided for workers. No dormitory and transportation were provided for workers.</p> <p>主要生产工序是装配，没有明显的设备风险。现场安装了足够的灭火器，消防栓，应急灯及出口标识，且每月进行检查。消防演习每年进行了两次。最近一次消防包括疏散演练在2020年9月15日。其他安全方面的培训也有定期进行。每个车间张贴了逃生图，所有的逃生通道畅通。工厂有足够的急救员，每个车间里配备了急救药箱，提供了免费的饮用水给员工。工厂未提供宿舍及交通工具给员工。</p> <p>7.1 - The main auditee partially respects this principle because the factory had established management system for health and safety and identified relevant law and regulation, but it was not complete and missed Regulations on Safety Supervision of Special Equipment (2009 Amendment). Besides, the non-conformances still identified during this audit. 被审核方部分遵守该准则。原因是工厂已建立了健康安全管理体系并识别相关的法律法规，但其并不完整例如缺失特种设备安全监察条例（2009修正），此外本次审核仍然发现不符合项。</p> <p>7.3 - The main auditee partially respects this principle because although the factory carried out regular risk assessment for safe, healthy and hygienic working conditions; but the factory did not provide the occupational health examination for one assembly worker operated air pressing machine which makes noise. 被审核方部分遵守该原则，原因是虽然工厂有针对安全，健康和卫生工作条件进行定期风险评估；但是工厂未给一个操作气压机的装配工人提供职业病体检，其设备会产生噪音。</p> <p>7.6 - The main auditee partially respects this principle because although the factory provided free of earplugs for workers, but it was noted that one assembly worker who operated air pressing machine did not wear earplug when working. 被审核方部分遵守该原则，原因是尽管工厂提供免费的耳塞给工人，但装配车间一名操作气压机工人工作时未佩戴耳塞。</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 193664] Audit Date: 25/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Policy of prohibiting using child labor and the saving child labor policy had been established in the factory and known by the management. The HR department was appointed to hire the new employees and the staff known the policies and the laws related child labor. The HR staff had technical ability to verify the employee's identity card. All the employees' ID copies were kept by the factory. No child labor was found in the factory.</p> <p>工厂制定了禁止使用童工以及童工补救的程序，管理人员了解该政策。HR部门负责新员工的招聘，负责招聘的人员了解相关的要求并且有能力核实员工的真实身份证。工厂保存了所有人的身份证复印件。审核中未发现童工。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 193664] Audit Date: 25/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The auditee could respect this principle Special protection for young employees, the facility established Young Employee Protection Management Procedure. Moreover, through management interview, worker interview, site observation and document review, noted that no young employees existed in the facility at present.</p> <p>被审核方尊重未成年工特殊保护规定，企业建立了未成年工保护管理程序。此外，通过管理人员访谈，员工访谈、现场走访以及文件审核，未发现企业内目前存在未成年工。</p>	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 193664] Audit Date: 25/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory has established a policy based on amfori BSCI standards and local law requirements to protect employment relationship. All hired workers signed labor contracts within one month with the audited factory and a copy of labor contracts was provided to workers. As per documents review, on-site observation and worker interviews, it was noted that there were no temporary workers, home workers or students at school ages hired by the factory. 工厂基于amfori 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。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会留一份劳动合同副本给员工。通过文件审核, 现场审核以及员工访谈, 发现工厂没有使用临时员工、家庭工人以及学生工。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 193664] Audit Date: 25/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory established the policy on anti-forced labor. The HR management understood well the scope of forced labor. And according to onsite observation and interview statement of workers, workers confirmed that there was 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. 工厂制定了反强迫劳动的政策, 工厂人事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。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 193664] Audit Date: 25/09/2020 PA Score: A	Deadline date:25/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory established environmental protection procedure and identified the significant environmental factor. No industrial waste water and waste gas was generated during the production process. Storm water and living waste water were discharged properly. The factory established the mechanism of energy saving and emission reduction. 工厂建立环境保护程序及识别了重要的环境因素。生产过程中无工业废水及废气产生。雨水和生活废水正常排放。工厂建立了节能减排机制。 12.2 - The main auditee partially respects this principle because the factory identified the law and regulation related environment, but the Law of the People's Republic of China on Environmental Impact Assessment was not updated which had been renewed in 2018. 被审核方部分遵循该准则。原因是工厂已经识别了有关环境的法律法规, 但中华人民共和国环境影响评价法非最新版, 目前其已经更新至2018版。	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 193664] Audit Date: 25/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory could respect this principle Ethical Business Behavior, because they had established Anti-bribery and anti-corruption Procedure, and they had given training to employees for this issue and all employees had signed statement of complying with this policy. In addition, the factory had informed their suppliers of this requirement and all suppliers had signed statements of complying with this policy. 工厂尊重商业道德行为准则, 其已建立反贿赂、反腐败程序, 并且已向员工提供了相关培训。全部员工已签署廉政声明。此外, 工厂已与其供应商沟通此要求, 供应商已签署廉政声明以符合该制度要求。	
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	25/09/2020	193664	D	C	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
Address.JPG



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



External photo(s) of the production unit(s)
Nameplate.JPG



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



Photo first aid facilities
First aid kit.JPG



Photo of chemical storage room (if applicable)
Chemical-lube oil.JPG



Photo of fire safety equipment
Emergency exit.JPG



Photo of fire safety equipment
Emergency lighting test.JPG



Photo of fire safety equipment
Evacuation plan.JPG



Photo of fire safety equipment
Fire alarm.JPG



Photo of fire safety equipment
Fire equipment.JPG



Photo of fire safety equipment
Fire hydrant testing.JPG

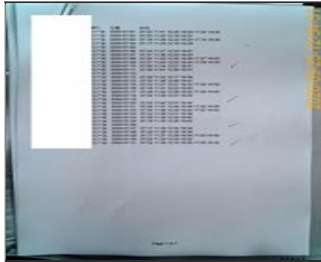


Photo of non-conformity
Monthly overtime exceed legal requirement.jpg



Photo of non-conformity
Not all workers had social insurance.jpg



Photo of non-conformity
Not wear earplugs for worker.JPG

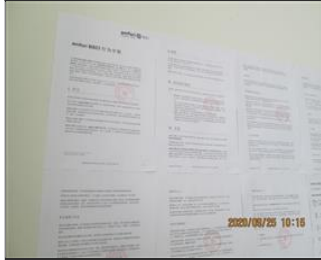


Photo of the code of conduct on display
Code display.JPG



Photo of the inside of the main production hall
Assembly line.JPG



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



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



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



Photo of the inside of the main production hall
No smoking sign.JPG



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



Photo of the sanitary facilities
Potable water.JPG



Photo of the sanitary facilities
Toilet.JPG