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Auditee :	<b>Ningbo Tonglu Children Product Co.,Ltd</b>
Audit Date From :	<b>12/05/2021</b>
Audit Date To :	<b>12/05/2021</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>TUEV Rheinland</b>
Auditor's Name(s) :	<b>Gary Lu(Lead)</b>
Auditing Branch (if applicable) :	<b>TUV Rheinland China</b>

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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
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> 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>B</b> <b>Good</b>	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> 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.
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> 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.
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> These are three examples: 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.
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> These are three examples: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	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 :	Ningbo Tonglu Children Product Co.,Ltd		
DBID number :	400280		
Audit ID :	210110		
Address :	No 19, Puquan Road, Xiapu Industry Zone, Beilun District, Ningbo		
Province :	Zhejiang	Country :	China
Management Representative :	Jie Shen		
Contact person:	Jie Shen	Sector :	Non-Food
Industry Type :	Toys and Games	Product group :	toys
Product Type :	Kids Tricycle, Kids Furniture, Toys		

**Audit Details**



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" 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 : 12/05/2022

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
<p>The auditee was located at No 19, Puquan Road, Xiapu Industry Zone, Beilun District, Ningbo, Zhejiang, China / 中国浙江省宁波市北仑区霞浦涌泉路19号</p> <p>There was one 3-storey building in the boundary and used by the auditee (the auditee rented this building from building owner used as office, workshop and warehouse, total around 3000 square meters used by the auditee).</p> <p>The auditee did not provide transportation, kitchen and dormitory to workers (the auditee provided eating area to worker, it's located at the 2nd floor). The main production process included Welding, Injection, Assembling, inspection and packing. All workers of the auditee recruited by the auditee directly.</p> <p>As per claimed by management and document review, normally, there was no obvious peak season in the factory.</p> <p>The management representative was co-operative throughout this audit, and they stated that they would correct the findings as soon as possible.</p> <p>Remark:</p> <ol style="list-style-type: none"> <li>The APSCA number of auditor (Gary Lu): CSCA 21701886</li> <li>For factory address,             <ol style="list-style-type: none"> <li>the Chinese address in the business license was: 浙江省宁波市北仑区霞浦涌泉路19号1幢01号一层-2, translated to English should be: The 1st floor-2, No. 01 of the building 1# No 19, Puquan Road, Xiapu Industry Zone, Beilun District, Ningbo, Zhejiang;</li> <li>The English address in the foreign trade certificate was: No 19, Puquan Road, Xiapu Industry Zone, Ningbo, China;</li> <li>The factory management requested to use "No 19, Puquan Road, Xiapu Industry Zone, Beilun District, Ningbo" in the audit report, which same as the latest audit report, and above descriptions were same place, and the audit scope was same as the latest audit.</li> </ol> </li> <li>There were a branch address of the auditee registered on 2-First floor, No.3, Building 3, No. 88, Hongxia Road, Xiapu, Beilun District, Ningbo(宁波市北仑区霞浦宏霞路88号3幢1号一层-2).</li> </ol> <p>It around 2km from the auditee. Through onsite observation, document review and management interview, the branch area was rented to other factory (who produced different products), the leasing agreement and individual business license were provided for review.</p> <ol style="list-style-type: none"> <li>Follow documents were not available during the audit.             <ol style="list-style-type: none"> <li>There was no Collective Bargaining agreements in the factory, which makes the Collective Bargaining agreements not applicable;</li> <li>There was no contractor used by the auditee, which makes the Contractor license not applicable;</li> <li>The factory did not obtain the Government Waivers in past one year, which makes the Government Waivers not applicable;</li> <li>There was no agencies used by the auditee, which makes the agency labor contract not applicable.</li> </ol> </li> </ol>

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Ningbo Tonglu Children Product Co.,Ltd</b>	Legal status :	<b>Limited Co</b>
Local Name :	宁波童路儿童用品有限公司 <b>91330206079247128J</b>	Year in which the auditee was founded :	<b>2013</b>
Address :	<b>No 19, Puquan Road, Xiapu Industry Zone, Beilun District,</b>	Contact person (please select) :	<b>Jie Shen</b>
Province :	<b>Zhejiang</b>	Contact's Email :	<b>shen-jie@nbtonglu.com</b>
City :	<b>Ningbo</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>English</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>None</b>
GPS coordinates :	<b>N29 ° 53'3" E121 ° 52'4 "</b>	Total turnover (in Euros) :	<b>2500000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>80.00</b>
Industry :	<b>Toys and Games</b>	Of which domestic market % :	<b>20.00</b>
If other, please specify :		Production volume :	<b>1,800,000 pcs per year</b>
Product Group :	<b>toys</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>Kids Tricycle, Kids Furniture, Toys</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>45</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>22</b>	<b>23</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>2</b>	<b>2</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>0</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>16</b>	<b>20</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>22</b>	<b>23</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>0</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>0</b>	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

1- Followup Audit [Audit Id - 210110] Audit Date: 12/05/2021 PA Score: D

Deadline date:12/03/2022

**GOOD PRACTICES:**  
NONE

**AREAS OF IMPROVEMENT:**

Jie Shen / Admin. Manager was in charge of amfori BSCI management system implementation in the factory. The factory had established a series of procedures according to amfori BSCI COC and local law in place, such as hiring, wage and benefit management, Environment Protection, suppliers Management etc.; The suppliers list was issued by the factory, and the suppliers social responsibility monitoring had conducted regularly, the factory provided suppliers monitoring records for review; the factory communicated the amfori BSCI Code of Conduct and Terms of Implementation with main suppliers.

工厂的行政经理沈洁负责工厂里amfori BSCI管理系统的执行。工厂按照amfori BSCI行为守则和当地的法规建立了一系列的程序文件，如招聘，工资和福利管理，环境保护，供应商管理等；工厂制定了供应商清单，供应商的社会责任监控定期进行，监控记录在评估时已提供查阅，工厂将amfori BSCI的行为守则和商业伙伴专用实施条款传达给供应商。

**1.1 -** The management system was not implemented according to amfori BSCI COC completely. 1. Although the factory had established working hour management procedure, but sampled workers' monthly overtime hours exceeded 36 hours; the factory also introduced social insurance requirement to workers, but not all workers participate social insurance. 2. The management understood the overtime and social insurance requirements, but due to the budget caused these problems. 3. The interviewed worker stated they need more overtime to increase income and partial interviewed workers stated they came from other province, they may return to their hometown in the future, so they did not want to join social insurance at current place.

工厂的管理体系并没有完全安装amfori BSCI 行为守则来实施。1) 尽管工厂建立了工时管理程序，但是抽样员工的月加班超过36小时；工厂向员工传达了社保的要求，但是并不是所有员工参加了社会保险。2) 管理层知道加班和社保的要求，但是由于成本导致这些问题。3) 访谈的员工说喜欢有更多的加班来提高收入，部分访谈的员工说他们来自其他省份，以后可能会返回家乡去，因此不想在当前的地方参保。

**1.4 -** The management had established workforce planning and cost accounting procedure, but did not follow the procedure accordingly, which led to the workers monthly overtime hours exceeded legal requirement.

管理层建立了产能规划和成本核算程序，但是没有遵守此程序，导致员工月加班超过法律要求。

**Remarks from Auditee:**  
NONE

Full Audit [Audit Id - 180292] Audit Date: 20/05/2020 PA Score: D

Deadline date:20/07/2020

**Good practices**

None.

**Areas of improvement**

The auditee had pointed one manager to ensure the BSCI program are followed in satisfactorily manner. And the BSCI Code of Conduct had been posted on site for employees' knowledge. The producer had established a qualified suppliers list. They required all suppliers to sign a commitment regarding social responsibility. For main suppliers, they conducted on site assessment to evaluate their performance and the relevant report and corrective action were kept for tracking. However, based on satisfactorily evidence, the main auditee did not respect this principle.

被审核方有指定1名管理层来确保BSCI项目执行情况。现场有张贴BSCI行为准则，方便员工了解。受审核方建立了一份合格供应商名单。他们要求所有的供应商签一份社会责任承诺书。对于主要的供应商，他们会进行现场评估其供应商的表现，并保存相关的报告及整改资料以便跟进。但是，基于令人满意的证据，主要受审核方没有完全尊重这个原则。

**1.1 -** The main auditee partially respects this principle because the factory established CSR management system and relevant procedure according to Amfori BSCI Code and local laws, there were still gaps between the current situation and the Amfori BSCI Code, such as : 1) Social insurance was not covered for all employees; 2) No effective system was established to control workers OT working hours etc.

被审核方部分遵循该准则。原因是工厂已经根据Amfori BSCI行为准则建立了社会责任管理体系和相应的程序文件。但是工厂的当前情况与Amfori BSCI的行为准则仍然存在一些差距，例如：1) 工厂的员工未全员购买社保；2) 工厂未建立有效的系统控制工人的加班时间。

**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**



<b>Performance Area 2 : Workers Involvement and Protection</b>	
1- Followup Audit [Audit Id - 210110] Audit Date: 12/05/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b> <p>The worker representative election procedures was established by factory. As per document review and worker interview, 3 worker representatives were elected in September 2020 by workers. The communication meeting between worker representatives and management was conducted quarterly. Training on social responsibility including grievance mechanism were provided to workers and, as per site observation, the amfori BSCI COC in Chinese was posted on the wall in the workshop for workers reading. As per worker interview, the interviewees knew how to raise grievance or suggestion in the factory. Follow up audit on 12 May 2021, below finding was corrected: 2.2 The factory had defined long term goals in 2021, which reference to amfori BSCI COC, and it's stated that factory would improve the insufficient points step by step, meanwhile, the auditee had communicated the goals with their workers. And the factory had defined the long goals period as 5 years.</p> <p>工厂建立了员工代表选举程序。根据文件查阅和员工访谈, 3个工人代表是由工人在2020年9月选举产生的。工人代表和管理层每季度进行沟通会议; 工厂给员工进行了社会责任包括申诉机制的培训。根据现场观察, 中文版的amfori BSCI行为守则张贴在工厂车间内的墙上供员工查阅。根据员工访谈, 被访谈的员工知道在工厂里如何进行申诉或者建议。在2021年5月12日的跟进评估中, 以下问题已改善: 2.2工厂在2021年按照amfori BSCI行为守则定义的保护员工的长期目标, 其陈述工厂会逐步改善其不足的地方, 同时工厂也和员工沟通了长期目标。工厂定义长期目标期限为5年。</p>	
<b>Remarks from Auditee:</b> NONE	
Full Audit [Audit Id - 180292] Audit Date: 20/05/2020 PA Score: A	Deadline date:20/07/2020
<u>Good practices</u> None	
<u>Areas of improvement</u> <p>Three worker representatives were freely elected in the factory and the communication between workers and worker representative was not restricted. The factory management would not discriminate worker representative. amfori BSCI COC was posted in factory workshops and training on amfori BSCI COC was provided. Workers were aware of their rights and responsibilities under labor laws and understood the content of employment contract. The factory had established grievance mechanism, interviewed workers stated that they could directly turn to factory management, worker representative or use suggestion box if they had queries. The factory had also defined long term goals to protect workers based on amfori BSCI COC. However, gaps were still noted in implementation.</p> <p>工厂通过自由选举的方式产生了3名工人代表, 工人代表和工人之间的沟通不受限制, 且工人代表不会受到工厂管理层的歧视。amfori BSCI 行为守则张贴在生产车间内, 且工厂有提供amfori BSCI行为守则的培训。工人知晓其在劳动法下的权利和义务, 理解劳动合同的内容。工厂建立了申诉机制, 受访的工人表示他们有问题可以直接找管理层、工人代表或使用意见箱。工厂亦依据amfori BSCI行为守则的内容制定了保护工人的长期目标。但是, 在实际执行的过程中仍存在缺失。</p> <p><b>2.2 -</b> The main auditee partially respects this principle because the long-term goals regarding BSCI code established by auditee was inadequate, and it did not define the target time and the step-by-step approach toward sustainable improvements. The auditee also did not define long-term goals in cooperation with workers and workers representatives based on BSCI code.</p> <p>被审核方部分遵循该准则。原因是工厂建立的关于BSCI准则的长期目标不充分, 同时没有确定目标时间及如何逐步达到该目标。且被审核方没有与工人及工人代表一起商定关于BSCI准则长期目标。</p>	
<b>Remarks from Auditee</b>	
<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
1- Followup Audit [Audit Id - 210110] Audit Date: 12/05/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> Not Rated. 未作评估。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 180292] Audit Date: 20/05/2020 PA Score: A	Deadline date:
<u>Good practices</u> None.	
<u>Areas of improvement</u> <p>The factory fully respected workers' right of freedom of association and collective bargaining under local law regulations. Workers committee had been established in the factory and 3 worker representatives were elected in a free way. The factory did not intervene with the election. The meeting records among workers, worker representative and factory management were provided for review.</p> <p>工厂尊重工人在遵循当地法规的前提下自由结社和集体谈判的权利。工厂成立了工人代表大会, 3名工人代表通过自由选举的方式产生, 工厂管理层未干预工人代表的选举。工人、工人代表和工厂管理层之间的沟通记录有提供查阅。</p>	
<b>Remarks from Auditee</b>	

<b>Performance Area 4 : No Discrimination</b>	
1- Followup Audit [Audit Id - 210110] Audit Date: 12/05/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
Not Rated. 未作评估。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 180292] Audit Date: 20/05/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
None.	
<u>Areas of improvement</u>	
<p>The factory had established policies on no discrimination and provided relevant trainings to all staffs. The factory management committed to treat each worker equally during hiring process, promotion process and training. According to factory policies, the factory would not discriminate workers because of age, gender, religious belief and etc. Interviewed workers all stated that they were treated equally by the factory management.</p> <p>工厂建立了禁止歧视的政策，并提供了相关培训给所有人员。工厂的管理人员承诺在招聘、晋升、培训等方面公平对待每一位工人。根据工厂的政策，工厂亦不会因为年龄、性别、宗教信仰等原因而歧视工人。受访的工人均表示受到工厂的公平对待。</p>	
<u>Remarks from Auditee</u>	



<b>Performance Area 5 : Fair Remuneration</b>	
1- Followup Audit [Audit Id - 210110] Audit Date: 12/05/2021 PA Score: B	Deadline date:12/03/2022
<b>GOOD PRACTICES:</b> The factory exceeds expectations with respect to this principle, the factory collected fair remuneration scan prior to the audit. 工厂超出本原则的要求，因为工厂在评估前收集了公平报酬快速扫描的信息。	
<b>AREAS OF IMPROVEMENT:</b> The factory had established wage and benefit procedures which referred to local law. The Legal minimum wage document regulated the Legal minimum wage RMB2010/month equivalent to (2010/21.75/8) 11.55/hour since 01 December 2017. Payrolls of 9 sampled workers from different workshops since April 2020 to March 2021 were reviewed randomly. Wage was calculated at monthly rate. The lowest wage paid by the factory for worker was RMB2200. The factory paid the overtime wage and benefit to workers according to the local law, the factory paid 150%, 200% of normal rate to workers for overtime on weekdays, rest days respectively; and paid 300% of normal rate to workers for overtime on holidays if need. There was no overtime on holiday from in past one year. The factory provided statutory holidays, sick leave, and annual leave etc. to workers. Wages paid by cash at end of following month. 工厂参考了当地的法规建立了工资支付政策和福利程序。当地法定最低工资文件规定最低工资在2017年12月1日后为人民币2010元/月(2010/21.75/8=11.55/小时)。评估中随机抽了9名来自不同车间的工人从2020年4月至2021年3月的工资记录。工资按照月薪计算。工厂给员工支付的最低工资为2200元每月。工厂按照法规给员工计算加班工资和提供福利，工厂按正常工资的150%、200%的比率支付工人在正常工作日、休息日的加班工资；按正常工资的300%的比率支付工人在法定假日的加班工资如有的话。工厂在过去一年没有在法定假日加班的情况；工厂给员工提供了法定节假日，病假，年假等。员工的工资在次月的月底以现金形式发。 <b>5.5 -</b> Based on social insurance system checked and social insurance receipts from April 2020 to March 2021, not all workers participate social insurance. Total 45 workers in the factory, 6 workers were retire and re-hired by the auditee, No new worker hired by the auditee since April 2021. So 39 workers could participate social insurance. 5 out of 39 employees did not participate in maternity insurance and work-related injury insurance, endowment insurance, medical insurance and unemployment insurance. Partial workers participated new rural social pension insurance or new rural co-operative medical insurance at their hometown. Some interviewed workers stated they did not want to participate social insurance, because they were not sure how long stay here. The management stated they want to provide social insurance for workers, but partial workers refused. Reference to Social Insurance Law of the Peoples Republic of China, Article 10, 23, 33,44, 53. 根据2020年4月到2021年3月社保凭证和的社保系统查询，并不是所有员工参加社会保险。工厂总共有45个员工，其中6个是退休返聘的，2021年4月后工厂没有招聘新员工，因此，当前有39个员工可以购买社保。39名员工中有5名员工没有参加生育保险，工伤保险，养老保险，医疗保险和失业保险。部分员工在老家参加新型农村社会养老保险或者新型农村合作医疗。部分访谈的员工说他们不愿意参加社保，因为不确定在这里多久。管理层说他们愿意为员工购买社保，但是部分员工拒绝。参考《中华人民共和国社会保险法》第10,23,33,44,53条。	
<b>Remarks from Auditee:</b> NONE	
Full Audit [Audit Id - 180292] Audit Date: 20/05/2020 PA Score: B	Deadline date:20/07/2020
<b>Good practices</b> None observed 没有发现	
<b>Areas of improvement</b> The auditee had made its own regulations and rules on wages and benefits based on the legal requirements and amfori BSCI Code of Conduct. As per sampled payroll and attendance records, it was found that the lowest basic wage among samples was higher than the local minimum wage and the auditee paid 150% and 200% of regular wage rate for overtime hours on weekdays and rest days to workers, which were in compliance with legal requirements. The auditee paid wages on time per month for the preceding month and pay slips were also provided to workers each month. No monetary fines or other illegal deductions were detected in payroll records. Based on satisfactory evidence, the main auditee partially respected this principle because: 被审核方基于法律规定和规则以及amfori BSCI行为守则制定了工资和福利制度。根据所抽样员工的工资和考勤记录发现，在抽样人员中最低的工资比当地最低工资标准高，被审核方在工作日加班和周末加班会支付正常工资的150%和200%作为加班费。被审核方每月准时发放工资且有工资条提供。在工资表中没有发现罚款或者其他非法扣款。基于令人满意的证据，被审核方部分尊重amfori BSCI的本条原则，原因是： <b>5.5 -</b> The main auditee does not respect this principle because there were totally 47 employees in the factory during the audit day, including 5 workers had reached the statutory age of retirement, no new employees was hired in recent one months. The factory shall provide pension, unemployment, work-related injury, medical and maternity insurance to 42 out of 47 employees. Social insurance records from February 2020 to April 2020 were reviewed during this audit. According to social insurance receipt of April 2020, it was noted that only 23 out of 42 employees were provided with pension, unemployment, medical, maternity and work-related injury insurance. The factory did not provide commercial insurance to the remaining uninsured employees. Reference Law: PRC Labor Law Article 73. 被审核方未遵守本原则。原因是截至审核当天，工厂共有47名员工，工厂有5名达到法定退休年龄的员工，在最近1个月内没有新入职的员工。所以工厂应当为47名员工中的42人购买养老、失业、工伤、医疗和生育保险。此次审核查阅了2020年2月到2020年4月的社保缴费记录，根据2020年4月的缴费信息显示，工厂仅为42名员工中的23名员工购买了养老、失业、医疗、工伤和生育保险。工厂没有给其余未参保的员工提供商业保险。参考法规：《中华人民共和国劳动法》第73条。	
<b>Remarks from Auditee</b>	

<b>Performance Area 6 : Decent Working Hours</b>	
1- Followup Audit [Audit Id - 210110] Audit Date: 12/05/2021 PA Score: D	Deadline date:12/03/2022
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b> <p>Factory use IC card system to record worker's attendance time. Only one shift was arranged in the factory, working hours: 7:30~11:30, 13:00~17:00, 18:00 to 20:00. The working hour regulated by the factory, the normal working hour was 40 hours per week, 8 hours per day and 5 days per week. Worker worked overtime voluntarily in the factory as per the interview. The worker could choose work overtime or not. Time records from April 2020 to 12 May 2021 had reviewed randomly (Time records of April 2020 only use for payroll check). Time records of 9 workers from different workshop were selected for review randomly. As per the attendance records review and worker interview, the workers worked maximum 2 hours overtime per day, 14 hours overtime per week, maximum 64 hours per month, and workers had 1 day off after 6 days consecutive working days was guaranteed.</p> <p>工厂使用IC卡系统来记录员工的工作时间。工厂只安排了一个班次，工作时间：7:30~11:30, 13:00~17:00, 18:00至20:00。工厂规定了工作时间，正常工作时间是每周40小时，每天8小时，每星期上班5天。根据访谈，员工在工厂里的加班是自愿的。员工可以选择加班或者不加班。评估中随机抽查了9名不同车间的工人从2020年4月至2021年5月12日(2020年4月的考勤只作为工资查阅)的考勤记录进行查阅。根据考勤查阅和员工访谈，员工每天最多加班2小时，每周最多加班14小时，每月最多加班64小时，员工6天连续工作后休息1天。</p> <p><b>6.2 -</b> The factory had established working hour's regulation and management system according to local law and amfori BSCI requirements. The workforce planning and cost accounting procedure was established and the production department was responsible for it, the management stated they have to finish production order; they did not have better solution to reduce overtime hours and workers like more overtime. The factory did not establish an alert system and corrective plan when excessive overtime hours had detected. The interviewed worker stated the overtime was voluntary. The monthly overtime of 9 sampled workers were 56 hours in June 2020; The monthly overtime of 9 sampled workers were 64 hours in August 2020; The monthly overtime of 9 sampled workers were 52 hours in March 2021. Reference to PRC Labor Law article 41. The monthly overtime of sampled workers were 14 hours in May 2021 (until the audit day on 12 May 2021)</p> <p>工厂依据当地法规以及amfori BSCI要求建立了工作时间规章制度以及管理体系。工厂建立了产能规划和成本核算的程序并由生产部门负责，基于访谈，管理层说他们需要完成生产订单，没有减少加班的好的办法并且员工喜欢多的加班。工厂没有建立一个当检测到加班超时的报警体系和改善措施。访谈的员工称加班自愿。9名抽样员工在2020年6月月加班是56小时；9名抽样员工在2020年8月月加班是64小时；9名抽样员工在2021年3月月加班是52小时。参考《中华人民共和国劳动法》第41条。备注：抽样员工在2021年5月月加班是14小时（截至2021年5月12日审核当天）。</p>	
<b>Remarks from Auditee:</b> NONE	
Full Audit [Audit Id - 180292] Audit Date: 20/05/2020 PA Score: D	Deadline date:20/07/2020
<b>Good practices</b> None observed 没有发现	
<b>Areas of improvement</b> <p>The auditee had made its own working hour regulations and rules based on the legal requirements and amfori BSCI Code of Conduct. As per on site observation and documents review, the auditee used electronic attendance recording system to record all workers' working hours including overtime hours. As per sampled payroll and attendance records, it was found that one rest day in every 7-day period was guaranteed. And the auditee also provided orientation training to new hired workers about the rules on working hours and etc. Based on satisfactory evidence, the main auditee partially respected this principle because:</p> <p>被审核方根据法律要求以及amfori BSCI要求建立了工作时间规章制度。被审核方采用电子考勤系统记录员工的工作时间包括加班时间。根据所抽样员工的工资和考勤记录发现，所有员工能确保连续工作六天后休息一天。同时被审核方给新进的员工入职培训有包括关于工作时间的规定。基于令人满意的证据，被审核方部分尊重amfori BSCI的本条原则，原因是：</p> <p><b>6.2 -</b> The main auditee does not respect this principle because the factory did not have effective system to control workers OT working hours. According to attendance records from 01 April 2019 to audit day, it was noted that all sampled workers' monthly OT hours exceeded legal limit(i.e. 36 hours per month),except January and February 2020, the maximum OT hours were 58 hours in August 2019. Reference law/regulation:Labor Law of the People's Republic of China , Article 41.</p> <p>被审核方未遵守该原则，原因是工厂没有有效的系统去控制工人加班时间。基于工厂提供的2019年4月1日至审核当日的考勤记录，发现除了在2020年1月和2月，所有员工的月加班超过法规要求的36小时，最大为58小时，发生在2019年8月。参考法规：《中华人民共和国劳动法》第四十一条。</p>	
<b>Remarks from Auditee</b>	

<b>Performance Area 7 : Occupational Health and Safety</b>	
1- Followup Audit [Audit Id - 210110] Audit Date: 12/05/2021 PA Score: A	Deadline date:12/07/2021
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b>	
<p>There were two manager who obtained the safety officer certificates in the factory, and they were in charge of health and safety issues. As per site observation, the factory installed sufficient fire facilities in workshop, warehouse and office, such as fire extinguishers and fire hydrants, the facilities were inspected monthly. The emergency lights and exit signs were installed for safety exit properly and inspected monthly. The fire drills were conducted regularly, factory provided the fire drill records for review during the audit, the latest fire drill conducted in April 2021. The factory provided training on OHS to worker regularly. PPEs were provided to worker and free of charge, such as mask. Only 1 cargo lift and 1 crane used by the auditee, and the factory obtained valid inspection reports for these equipment. There were 2 sufficient first aiders with valid qualification certificates in the factory. First aid kits were provided in workshops. The factory provided clean drinking water to workers and free of charge, the drinking water test report was available for review. The auditee did not provide kitchen, dormitory and transportation for workers, the auditee provide eating area to workers. Follow up audit on 12 May 2021, below finding was corrected: 7.17 As per site observation, the auditee was equipped the anti-shedding devices for the crane; and the factory was equipped the handrail for all ladders in the injection workshop.</p> <p>工厂有两个管理员获得安全员证书的, 其负责健康与安全事宜。根据现场观察, 工厂在车间, 仓库, 和办公室安装了足够的消防设施, 如灭火器和消防栓, 且每月进行了检查。安全出口也安装了合适的应急灯和出口标志, 每月进行了检查。消防演习定期举行, 消防演习的记录在评估中提供查阅, 最近一次在2021年4月进行的。工厂给员工定期进行了职业健康安全的培训。工厂给员工提供了免费的劳保用品, 如口罩。工厂使用了1部货梯和一辆行车, 其都获得有效的检验报告。工厂有2个培训过的急救员, 车间里提供了急救药箱。工厂免费给员工提供了饮用水, 其测试报告也提供查阅。工厂未给员工提供交通工具、厨房和宿舍, 工厂给员工提供了吃饭的地方。在2021年5月12日的跟进评估中, 以下问题已改善: 7.17 根据现场观察, 工厂的行车安装了防滑装置; 同时工厂给注塑车间里的所有的梯子安装了扶手。</p>	
7.1 -	<p>There was occupational hazards factors during the production processes, such as hazardous air in welding workstation, but factory did not conduct occupational hazards factors monitor for welding area; and did not provide pre-service, on-service and post-service occupational health examination to welding workers. Reference to PRC Law of Prevention and Control of Occupational Diseases article 35; Provisions on the Supervision and Administration of Workplace Occupational Health, Article 20. (moved from 7.3)</p> <p>工厂的生产过程有危害因素产生, 如焊接岗位有害气体, 但是工厂没有对焊接区域进行职业危害因素检测; 也未给焊接员工提供岗前, 岗中和离岗时的职业病体检。参考《中华人民共和国职业病防治法》第35条; 《工作场所职业卫生监督管理规定》第20条。(从7.3移过来)</p>
7.2 -	<p>The auditee did not establish a mechanism to ensure all workers participate injury insurance, it was noted 11 workers (included 6 retired workers who re-hired by the auditee) did not participate injury insurance (or commercial insurance) during the audit. Reference to Social Insurance Law of the People's Republic of China, Article 33.</p> <p>工厂没有建立一个机制来确保所有员工的参加工伤保险, 评估中发现11个员工没有参加工伤保险(包括6个退休返聘员工)没有工伤保险(或商业保险)。参考《中华人民共和国社会保险法》第33条。</p>
7.11 -	<p>The auditee could not provide fire safety approval, building construction safety report of factory building for review, the auditee used one 3-storey building, and the building area was around 3000 m2, and the factory building was built in 2015. The management claimed the building owner could not provide these documents. As per site observation, the building was maintained in good condition, no structural crack was found, and there were sufficient fire facilities equipped in the factory building. Reference to PRC Fire Prevention Law article 13; Construction Law of the People's Republic of China, Article 61.</p> <p>工厂未能提供厂房建筑的消防验收报告、建筑工程竣工验收报告给查阅, 工厂使用了一栋3层的厂房, 建筑面积约3000平方米, 在2015年建造的。管理层表示房东未能提供这些文件。根据现场观察, 厂房维护在良好的状态, 没有结构性裂痕, 同时厂房里配置了足够的消防设施。参考《中华人民共和国消防法》第13条; 《中华人民共和国建筑法》第61条。</p>
7.17 -	<p>The factory did not provide the welding certificates of two welding workers for review, the management claimed that they are applying the training. Reference to Regulations on the assessment and management of safety technical training for special operators article 5.</p> <p>工厂没有提供两名焊工的操作证查阅。管理层表示他们正在申请培训。参考《特种作业人员安全技术培训考核管理规定》第5条。</p>
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 180292] Audit Date: 20/05/2020 PA Score: A	Deadline date:20/07/2020
<b>Good practices</b>	
None observed 没有发现	
<b>Areas of improvement</b>	
<p>The auditee had made its own health and safety regulations and rules based on the legal requirements and amfori BSCI Code of Conduct and also established OHS committee. The auditee had appointed specialized management staff to take charge of the OHS affairs and provided periodical health and safety training to workers regarding such as medical emergency treatment, machine operation, fire drill exercises and etc. Furthermore, the auditee provided a safe and comfortable working environment to workers: installing sufficient fire equipment, inspecting the fire equipment and facilities on a monthly basis, providing sufficient toilets, first aid kits, and qualified drinking water, and etc. Based on satisfactory evidence, the main auditee partially respected this principle, because:</p> <p>被审核方根据法律要求以及amfori BSCI的要求建立了健康安全规定和守则, 同时也建立了环境健康安全委员会。被审核方委任专门的管理层代表负责健康安全事宜并定期给员工举行关于健康安全的培训, 比如医疗救护培训、机器设备操作培训、消防演习等。另外, 被审核方给员工提供了安全的工作环境, 比如提供了足够的消防设备、对消防设备和器材等每月进行检查、提供了足够的洗手间、急救药箱、合格的饮用水等。基于令人满意的证据, 被审核方部分尊重amfori BSCI的本条原则, 原因如下:</p>	
7.2 -	<p>The main auditee does not respects this principle because only 23 out of 47 employees had participated in injury insurance, the facility did not provide other compulsory insurance schemes for other 24 employees.</p> <p>被审核方未遵守该原则, 原因是工厂47名员工中只有23人参加工伤保险, 工厂没有为其余24名员工提供其他保险方案。</p>
7.3 -	<p>The main auditee partially respects this principle because: It was noted that the factory did not provide the occupational disease health check for metal processing and injection workers. In accordance with PRC Occupational Disease Prevention Law article 35.</p> <p>被审核方部分遵守该原则, 原因是在此次审核过程中, 审核员发现工厂没有提供职业病健康检查给五金车间和注塑车间的工人。根据《中华人民共和国职业病防治法》第三十五条。</p>
7.11 -	<p>The main auditee did not respects this principle because: 1. It was noted that factory management was unable to provide the report of inspection for completed building construction projects for review. In accordance with the Article 61 of Construction Law of the People's Republic of China 2. It was noted that factory management was unable to provide the certificate of inspection for completed building construction projects for review. In</p>

accordance with the Article 49 of Regulation on the Quality Management of Construction Projects 3. It was noted that factory management was unable to provide the fire acceptance check for review. In accordance with the Article 4 of the Construction Project Fire Safety Supervision and Management Regulation  
 被审核方没有遵守该原则。原因是：1. 工厂未能提供工厂楼房的建筑工程竣工验收报告。根据《中华人民共和国建筑法》第61条 2. 工厂未能提供楼房的建筑工程竣工验收备案证。根据《建设工程质量管理条例》第四十九条 3. 工厂未能提供厂房的生产楼的消防验收合格证明。根据《建设工程质量管理条例》第四十九条

**7.17 -** The main auditee partially respects this principle because : 1.the anti-uncoupling of a driving in the factory has been lost.2.the factory failed to provide the two special operator certificate for welders for review. In accordance with Article 27 of Production Safety Law of the People's Republic of China; 3. there was no handrails on the ladders of about 7 injection molding machines in the injection workshop on the production building. In accordance with Safety of machinery - Permanent means of access to machines and industrial plants - Part 3: Stairways, stepladders and guard – rails GB17888.3 -2008.  
 被审核方部分遵守该原则，原因是：1.工厂一部行车的防脱钩已丢失。2. 工厂不能提供2名电焊工的特种作业操作证。根据《中华人民共和国安全生产法》第27条；3.在此次审核过程中，审核员发现工厂在生产楼的注塑部有7台的注塑机没有在加料用的楼梯上安装扶手。根据《机械安全 进入机器和工业设备的固定设施 第三部分：楼梯、阶梯和护栏》GB 7888.3-2008。

Remarks from Auditee

**Performance Area 8 : No Child Labour**

1- Followup Audit [Audit Id - 210110] Audit Date: 12/05/2021 PA Score: A Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**  
 Not Rated.  
 未作评估。

Remarks from Auditee:

Full Audit [Audit Id - 180292] Audit Date: 20/05/2020 PA Score: A Deadline date:

Good practices

None.

Areas of improvement  
 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. After checking all personnel files of workers, no child labor was identified in the factory, and the youngest worker in the plant was 22 years old. Based on satisfactory evidence, the main auditee respect this principle.  
 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。在审核过程中，通过查阅所有员工的人事资料，未发现有任何童工存在，工厂最年轻的员工已22岁。基于令人满意的证据，主要受审核方尊重这个原则。

Remarks from Auditee

**Performance Area 9 : Special protection for young workers**

1- Followup Audit [Audit Id - 210110] Audit Date: 12/05/2021 PA Score: A Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**  
 Not Rated.  
 未作评估。

Remarks from Auditee:

Full Audit [Audit Id - 180292] Audit Date: 20/05/2020 PA Score: A Deadline date:

Good practices

None.

Areas of improvement  
 The factory had collected the laws and local regulations on protecting young worker, the procedure on protecting young workers was established in the factory and it was known by the director of each workshop and the health & safety management. The special requirements of young workers were considered when the factory conducted the risk assessment. Based on satisfactory evidence, the main auditee respect this principle.  
 工厂收集了关于使用未成年工的法律与当地规定，根据此规定制定了保护未成年工的程序文件，各车间的负责人以及健康安全负责人均了解此规定。工厂评估健康安全的风险时考虑到了未成年工的特殊要求。基于令人满意的证据，主要受审核方尊重这个原则。

Remarks from Auditee

<b>Performance Area 10 : No Precarious Employment</b>	
1- Followup Audit [Audit Id - 210110] Audit Date: 12/05/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
Not Rated. 未作评估。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 180292] Audit Date: 20/05/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
None.	
<u>Areas of improvement</u>	
<p>Labor contracts are all concluded between the factory and workers. The contracts statement include the description of working hours, training, rest time and leave etc. which were in accordance with legal requirement and ILO. Meanwhile, the factory provides a copy of contract to every worker. Based on interview statement of workers, workers understood well of the content of labor contract and no illegal employment was identified during the audit. Based on satisfactory evidence, the main auditee respect this principle.</p> <p>工厂和每个员工均签订了劳动合同，劳动合同的内容包括工时，培训，休息时间和假期，报酬和支付条件，这些内容均符合法规以及国际标准。同时工厂提供了一份劳动合同副本给员工。通过员工访谈，员工均了解劳动合同内容，审核过程中，工厂无不合规的用工形式存在。基于令人满意的证据，主要受审核方尊重这个原则。</p>	
<b>Remarks from Auditee</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
1- Followup Audit [Audit Id - 210110] Audit Date: 12/05/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
Not Rated. 未作评估。	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 180292] Audit Date: 20/05/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
None.	
<u>Areas of improvement</u>	
<p>The factory had set up the social policy and procedures on no bonded labor and communicated with all employees. All workers said they were never subjected to bounded labor such as inhumane or degrading treatment, corporal punishment, mental or physical coercion or verbal abuse and all overtime, rest, leave were voluntary for all workers. Based on satisfactory evidence, the main auditee respect this principle.</p> <p>工厂建立了关于禁止强迫劳动的社会责任政策和程序，且传达给所有工人。所有的工人都说他们从来都没有遭受过强迫劳动如不人道或有辱人格的待遇、受到体罚、精神上或身体上压迫或言语虐待等，而所有的加班、休息和请假都是自愿的。基于令人满意的证据，主要受审核方尊重这个原则。</p>	
<b>Remarks from Auditee</b>	



<b>Performance Area 12 : Protection of the Environment</b>	
1- Followup Audit [Audit Id - 210110] Audit Date: 12/05/2021 PA Score: A	Deadline date:12/03/2022
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory had established the policy on environment protection. The auditee had filled Pollutant Discharge Registration on 13 May 2020, and valid to 12 May 2025. the registration number was: 91330206079247128J001Z. The factory had established the management procedures on how to handle waste, and procedures on saving the natural resources and energy, such as the electricity and water etc.</p> <p>工厂建立的环境保护方针。工厂在2020年5月13日填报排污登记,有效期至2025年5月12日,其登记编号是:91330206079247128J001Z。工厂建立了如何处理废物的程序、以及节约自然资源和能源程序,如水,电等。</p> <p><b>12.1 -</b> The factory could not provide Environmental Impact Assessment report and approval for review; and the auditee could not provide environmental protection acceptance check report for their completed construction project for review. Reference to PRC Environmental Impact Assessment Law article 16 and article 22; and The regulations on environmental protection and management of construction projects (2017 revision) Article 17. (moved from 12.3)</p> <p>工厂未能提供环境影响评估报告和批复给查阅,工厂未能提供建设项目竣工环境保护验收报告给查阅。参考《中华人民共和国环境影响评价法》第16条、22条;《建设项目环境保护管理条例》(2017修订)第17条。(从12.3移过来)</p>	
<b>Remarks from Auditee:</b> NONE	
Full Audit [Audit Id - 180292] Audit Date: 20/05/2020 PA Score: B	Deadline date:20/07/2020
<b>Good practices</b>	
None.	
<b>Areas of improvement</b>	
<p>The factory has established a policy based on Amfori BSCI standards and local law requirements . The land belonged to the factory was industrial land and water used by the factory was come from municipal water. The factory established the mechanism of energy saving, emission reduction and water-saving policy. The related trainings were provided for workers.The EIA report and relevant documents were not provided for reviewing during the audit.Based on satisfactory evidence, the main auditee partially respect this principle because:</p> <p>工厂有基于Amfori BSCI的标准和当地法规要求建立环境政策及程序文件。工厂主要使用当地市政提供的自来水,并且工厂用地属于工业用地。工厂建立了节能减排机制及节约用水政策。相关培训有提供给工人。工厂没有提供环评及相关文件供查看。基于令人满意的证据,主要受审核方部分尊重这个原则,原因是:</p> <p><b>12.3 -</b> The main auditee partially respects this principle because it was noted that the auditee could not provide Environmental Impact Report, Environmental Impact Report Form or fill out Environmental Impact Registration Form. The auditee could not provide the EIA acceptance report for the constructions. Reference laws and regulations: the Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17.</p> <p>审核发现工厂没有能够提供环境影响报告书、环境影响报告表或者填报环境影响登记表。被审核方未能提供其环评验收报告。参考法律法规:《建设项目竣工环境保护验收管理办法》第十七条。</p>	
<b>Remarks from Auditee</b>	



<b>Performance Area 13 : Ethical Business Behaviour</b>	
1- Followup Audit [Audit Id - 210110] Audit Date: 12/05/2021 PA Score: A	Deadline date:12/03/2022
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory had established the business ethical behavior policy and the policy communicated to workers. The factory communicated the business ethical behavior policy to its business partner, such as suppliers. Based on site tour, interview and document review, no corruption behavior found. 工厂建立了商业道德行为政策并和员工做了交流。工厂把商业道德行为政策与其商业合作伙伴进行了沟通，如供应商。基于现场走访，访谈和文件查阅，没有发现腐败行为。</p> <p><b>13.2 -</b> The address of business license was not meet the actual operation area. The address showed in the business was "The 1st floor-2, No. 01 of the building 1# No 19, Puquan Road, Xiapu Industry Zone, Beilun District, Ningbo, Zhejiang"; but actual the auditee use one 3-storey building of "No 19, Puquan Road, Xiapu Industry Zone, Beilun District, Ningbo, Zhejiang". Reference to Regulations of the people's Republic of China on the registration and administration of the company, article 32. 工厂的营业执照地址没有匹配其经营场所。根据现场观察和管理层确认，工厂的营业执照的地址是：浙江省宁波市北仑区霞浦浦泉路19号1幢01号一层-2，但工厂实际工厂使用了浙江省宁波市北仑区霞浦浦泉路19号的一栋3层的厂房。参考《中华人民共和国公司登记管理条例》第32条。</p>	
<b>Remarks from Auditee:</b> NONE	
Full Audit [Audit Id - 180292] Audit Date: 20/05/2020 PA Score: A	Deadline date:20/07/2020
<b>Good practices</b>	
None observed 没有发现	
<b>Areas of improvement</b>	
<p>The auditee had identified the situations and activities where act of corruption, extortion and embezzlement were most likely to occur and developed relevant policies and procedures against them. During the audit process, all required documents were provided timely and as per cross checking, no inconsistent or falsified information was detected. The auditee also established a set of procedures to avoid, investigate and discipline any fraud, falsification and misrepresentation in the supply chain. Based on satisfactory evidence, the main auditee respected this principle. 被审核方识别了各种可能存在贪污、勒索和侵占的情形及行为并制定了相关的反腐败、反贪污的政策和程序。在审核过程中，被审核方及时提供了所要求的所有文件和信息且在交叉核对时没有发现不一致或者伪造的信息。同时，被审核方建立了一系列程序以避免、调查和惩罚任何欺骗、伪造及虚假陈述的行为。基于令人满意的证据，被审核方尊重amfori BSCI的本条原则。</p> <p><b>13.2 -</b> According to the business license, the factory address was -1st floor-2,No.1, Building 1,No.19, No 19, Puquan Road, Xiapu,Beilun District, Ningbo City. In fact, the business scope includes the entire building, which is a 3-storey building. It is recommended that the factory change the scope of residence on the business license. 审核员发现工厂营业执照的注册场所为宁波市北仑区霞浦浦泉路19号1幢01号一层-2，但是实际上经营范围包含整幢建筑，为一幢3层的建筑物，建议工厂变更营业执照上的住所范围。</p>	
<b>Remarks from Auditee</b>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	12/05/2021	210110	D	A	A	A	B	D	A	A	A	A	A	A	A	C
Full Audit	20/05/2020	180292	D	A	A	A	B	D	A	A	A	A	A	B	A	C

**Producer Photos**



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



External photo(s) of the production unit(s)  
2. Factory entrance and Production Building.JPG



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



Photo first aid facilities  
First aid kit.JPG



Photo of fire safety equipment  
1. Fire extinguishers. Fire hydrant.JPG



Photo of fire safety equipment  
2. Emergency Light. Safety Exit Sign. Fire alarm.JPG



Photo of fire safety equipment  
3. Fire extinguishers.JPG



Photo of fire safety equipment  
4. Fire hydrant test.JPG



Photo of fire safety equipment  
5. Fire evacuation plan.JPG



Photo of non-conformity  
NC 5.5 and 7.2 Insufficient social insurance.JPG

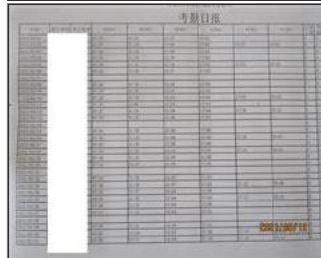


Photo of non-conformity  
NC 6.2 monthly overtime exceeded 36 hours.JPG



Photo of the canteen (if applicable)  
Eating area.JPG

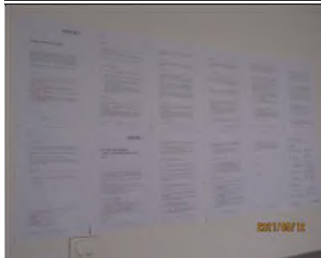


Photo of the code of conduct on display  
amfori BSCI COC on display.JPG



Photo of the inside of the main production hall  
1. Welding.JPG



Photo of the inside of the main production hall  
2. Injection.JPG



Photo of the inside of the main production hall  
3. Assembling.JPG



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



Photo of the inside of the main production hall  
5 Warehouse.JPG



Photo of the personal protection equipments (if applicable)  
PPE reminder and Occupational hazardous notice.JPG



Photo of the sanitary facilities  
Drinking water.JPG



Photo of the sanitary facilities  
Toilet.JPG