
Auditee :	NINGBO LONGWAY PACKAGING S&T CO.,LTD.
Audit Date From :	30/12/2019
Audit Date To :	31/12/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Gary Lu(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



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



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

Main Auditee Information



Name of producer :	NINGBO LONGWAY PACKAGING S&T CO.,LTD.		
DBID number :	396939		
Audit ID :	171904		
Address :	NO.2, MACAOTOU ROAD, MAZHU TOWN, Yuyao		
Province :	Zhejiang	Country :	China
Management Representative :	Ms. Lili Yang		
Contact person:	Lili Yang	Sector :	Non-Food
Industry Type :	Plastic Industry	Product group :	Other plastic like products (please specify)
Product Type :	Plastic bottle / Airless Bottle		

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 : 31/12/2020	

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	A	D	A	A	A	A	A	B	A

Executive summary of audit report

The auditee was located at NO.2, MACAOTOU ROAD, MAZHU TOWN, YUYAO, ZHEJIANG, China. /中国浙江省余姚市马渚镇马漕头路2号
 This was follow up audit, and due to last audit only partial conducted, all PAs were not rated, this audit was re-rated all PAs. As per site observation and interview, the management moved to current place since May 2019. The previous place was around 5km from current place, the auditee had no conducted amfori BSCI audit till now, as per previous place tour, current place observation, management and workers interview, the auditee had no production at previous place, the previous place had rented to other factory; all the production activities and workers of the auditee were moved to current place, and all production processes were operated normally during the audit, and all workers was in production during the audit days except the night shift. There were two 2-storey building, one flat building and one 3-storey building within the boundary and belongs to factory A who produced electric appliance; the auditee rented the one 3-storey building from the building owner used as office, workshop and warehouse; the one flat building rented an e-commercial company as warehouse, one 2-storey building rented to factory B who produced hardware product. The rest parts used by building owner factory A. According to document review, management interview, workers interview and site observation, the mentioned factories and the audited factory belonged to different owners, and they had independent business license, management and workers. There was no business between the audited factory and mentioned factories.
 Total building area used by the auditee around 16000 square meters. The main production processes included Injection, Blow moulding, Silkscreen and packing. The auditee did not provide transportation, canteen and dormitory to workers.
 There was no obvious peak season in the factory. The management representative was co-operative through this audit.
 PA2: The factory established a grievance mechanism, which stated workers how to raise grievance in the factory. The management provided trainings for workers on amfori BSCI, the training records were provided for review. The amfori BSCI COC and TOI was displayed in factory. The worker representatives were workers from the normal production line and elected by workers freely.
 PA3: The factory did not restrict the worker representatives' freedom to use their rights. The auditee respected the rights of freedom of association and collective bargaining. Based on the election records, the worker representatives were elected as worker representatives by workers in May 2019. Meetings between management and worker representatives were conducted regularly.
 PA4: The auditee established non- discrimination policy and provide training for workers, the training records were reviewed. Workers came from different provinces of China, and the workers were treated equally. The interviewed workers understood the definition of discrimination and knew how to protect their rights. The factory established recruitment policy, it indicated that the auditee hired workers not based on sex, age, nation, religion etc.
 PA8: As per document review and management interview, the auditee defined that less than 16 years old was a child labor according to local law. There was no child labor identified during document review, site observation and worker interviews.
 PA9: The factory was collected young worker protect law and established young worker protect procedure. As per interview, the factory did not refuse to use young worker, they knew the worker between 16 years old and 18 years old should be protected legally. Such as provide pre-service health check free of charge and training, registration in local labor department and no poisonous and harmful position arranged etc. No young worker was found during the audit.
 P10: As per document review, management interview and workers' interview, all workers of the auditee were hired by the auditee directly. The recruitment procedure was established. Labor contract was signed once worker joined the factory, the content was understood by worker. One labor contract was kept by workers. No dispatched workers, seasonal workers, migrant workers and casual workers etc. were used by the auditee.
 PA11: As per site observation, document review and interview, the factory did not limited the workers' movement including resignation or ask for leave, worker could go to toilet or drinking freely. All workers joined the factory voluntary, overtime was voluntary. There was no prison labor or forced labor. No ID card or deposit was withheld by factory. The workers could resign from the factory freely when notice the factory 30 days in advance, and the wage will be paid on the leaving day.
 PA13: The auditee established anti-bribery policy and procedure. The procedure included handling act of corruption. Training records of anti-bribery procedure for workers and management, and training records had provided for review. The auditee was communicated the anti-bribery policy to the business partners and suppliers. And the Ethical Business Behaviour risk assessment was conducted by factory.

Remark:
 1. The APSCA number of auditor (Gary Lu) : 21701886.
 2. Follow documents were not available during the audit.
 A. There was no Collective Bargaining agreements in the factory, which makes the Collective Bargaining agreements not applicable;
 B. There was no contractor used by the auditee, which makes the Contractor license not applicable;
 C. The factory did not obtain the Government Waivers in past one year, which makes the Government Waivers not applicable;
 D. There was no agencies used by the auditee, which makes the agency labor contract not applicable.

E. As per confirmed with the management, EIA report review and site observation, the auditee no need to obtained Waste discharge permit for Current Production Processes.

Ratings Summary



Auditee's background information			
Auditee's name :	NINGBO LONGWAY PACKAGING S&T CO.,LTD.	Legal status :	Limited Co.,
Local Name :	朗威(宁波)包装科技有限公司 91330281554513289E	Year in which the auditee was founded :	2010
Address :	NO.2, MACAOTOU ROAD, MAZHU TOWN,	Contact person (please select) :	Lili Yang
Province :	Zhejiang	Contact's Email :	3003558718@qq.com
City :	Yuyao	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	N/A
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	N30°04'1.21" E121°05'21.11"	Total turnover (in Euros) :	6500000.00
Sector :	Non-Food	Of which exports % :	30.00
Industry :	Plastic Industry	Of which domestic market % :	70.00
If other, please specify :		Production volume :	71,000,000 pcs per year
Product Group :	Other plastic like products (please specify)	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Plastic bottle / Airless Bottle		

Auditee's employment structure at the time of the audit			
Total number of workers :	97	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	43	54	
Temporary workers	0	0	
In management positions	3	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	35	41	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	43	54	
Production based workers	0	0	
With shifts at night	6	5	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 171904] Audit Date: 30/12/2019 PA Score: D

Deadline date:30/11/2020

GOOD PRACTICES:
NONE

AREAS OF IMPROVEMENT:

The factory established social responsibility management system according to amfori BSCI COC and local law. The social responsibility procedures were issued by factory. Ms. Lili Yang / Admin. Supervisor was in charge of amfori BSCI management and implement in the factory. The factory was communicated the amfori BSCI requirements with all the workers and business partners, the significant business partners were required to sign and stamped on the amfori BSCI COC and TOI, then sent back to the auditee, the factory was conducted second party social responsibility audit for the significant business partners. The factory was conducted internal audit regularly.

工厂依据amfori BSCI行为守则以及当地法规建立了社会责任管理体系。工厂建立了社会责任程序。工厂的行政主管杨丽丽女士负责amfori BSCI管理和执行。工厂和所有员工和商业合作伙伴通过BSCI amfori要求, 也要求重要的商业合作伙伴在amfori BSCI行为守则和实施条款上签字盖章后回传给工厂, 工厂对重要的商业合作伙伴开展了二方的社会责任审核。工厂定期开展内审。

1.1 - The factory established procedures to implement amfori BSCI COC, but due to inefficient implement partial procedures caused there was gap to respect this principle, such as monthly overtime exceeded 36 hours, and the social insurance did not cover all workers, and findings in PA7 and PA12. As per management interview, the management had learnt amfori BSCI COC prior to the audit, and they were aware of the monthly overtime, social insurance requirements according to the local laws, the management stated that they would improve all the findings to meet amfori BSCI and local law requirements.

工厂已经建立程序去执行amfori BSCI的行为守则, 但是由于未能有效的执行部分程序导致对于遵守本条原则仍然有差距, 如月加班超出36小时, 社保也未覆盖所有的员工, 以及PA7和PA12的问题点。根据管理层访谈, 管理层在评估前有去了解amfori BSCI行为守则, 管理层有了解当地法规对月加班, 社保等的要求, 管理层表示他们会改善所有发现的问题来符合amfori BSCI和当地法规的要求。

1.4 - As per management interview, the management was aware of the workforce planning and cost accounting, the management claimed that due to it's difficult to recruit workers caused the workers' overtime exceeded the law requirement. The interviewed workers stated that they willing to work overtime because they want to earn more wage.

根据管理层访谈, 管理层有了解产能规划和成本核算, 管理层表示很难招聘到工人导致加班时间超出法律的要求。被访谈的员工表示他们加班是自愿的, 他们愿意加班,可以挣更多的工资。

Remarks from Auditee:
NONE

Full Audit [Audit Id - 169970] Audit Date: 11/12/2019 PA Score: E

Deadline date:

Good practices

Areas of improvement

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 171904] Audit Date: 30/12/2019 PA Score: A

Deadline date:

GOOD PRACTICES:
NONE

AREAS OF IMPROVEMENT:
NONE

Remarks from Auditee:
NONE

Full Audit [Audit Id - 169970] Audit Date: 11/12/2019 PA Score: E

Deadline date:

Good practices

Areas of improvement

Remarks from Auditee

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 171904] Audit Date: 30/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: NONE	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 169970] Audit Date: 11/12/2019 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 171904] Audit Date: 30/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: NONE	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 169970] Audit Date: 11/12/2019 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 171904] Audit Date: 30/12/2019 PA Score: A	Deadline date:30/11/2020
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The local Legal minimum wage document was collected by the auditee, Legal minimum wage was RMB1800/month since 01 December 2017. The factory established procedure on wage and benefit according to local law. Payrolls of 14 sampled workers from different workshops since December 2018 to November 2019 were reviewed randomly. Wage was calculated at monthly rate, Wage was calculated by calendar month. The lowest wage paid by the factory for worker was RMB1800/month, which was met the legal minimum wage; 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 needed; The factory provided statutory holidays, sick leave, and annual leave etc. to workers. Wages were paid by cash at 15th of following month. Employer's liability insurance was covered all workers.</p> <p>工厂收集了当地法定最低工资文件, 当地法定最低工资在2017年12月1日后为人民币1800元/月。工厂按照当地的法规建立了工资和福利管理程序。评估中随机抽了14名来自不同车间的工人从2018年12月至2019年11月的工资记录查阅。工资按照月薪计算, 工资按照日历月计算。工厂给员工支付的最低工资为1800元/月, 符合当地法定最低工资要求; 工厂按照法规给员工计算加班工资和提供福利, 工厂按150%、200%的比率支付工人在正常工作日、休息日的加班工资; 按300%的比率支付工人在法定假日的加班工资如有的话; 工厂给员工提供了法定节假日, 病假, 年假等。员工的工资次月的15号以现金形式发给工人。雇主责任险覆盖了所有的员工。</p> <p>5.5 - The social insurance did not cover 100% workers. As per reviewed past 12 months social insurance receipt, based on the last receipt in November 2019 and current social insurance system check during the audit, the factory did not purchase endowment insurance, injury insurance, child-birth insurance, unemployment insurance and medical insurance for 30 out of 95 workers. As per interview, the management and interviewed workers stated that partial workers unwilling to participate in social insurance, because it was difficult to transfer to hometown when worker left factory. The interviewees claimed that partial workers were purchased new agricultural insurance at their home town, but they could not provide evidence for this issues. Reference to Social Insurance Law of the People Republic of China, Article 10, 23, 33, 44 and 53. Remark: Total 97 workers in the factory, 2 retired workers, No Casual Worker and dispatching worker in the factory, factory provided Employer's Liability Insurance to all retired workers, the commercial insurance was signed with PINGAN Insurance Company, it was valid from 25 July 2019 to 24 July 2020.</p> <p>社保没有覆盖到100%的员工。根据查阅过去一年的社保凭证, 基于2019年11月的社保凭证和评估日工厂社保系统的检查, 工厂没有给95位员工中的30名员工提供养老保险, 工伤保险, 生育保险, 失业保险和医疗保险。根据访谈, 管理层和被访谈的员工表示有部分员工不愿意购买社保, 因为他们离开工厂回家乡时社保很难转移回去。被访谈的人表示部分人在老家有买新农保, 但是他们未能提供相应的证据。参考《中华人民共和国社会保险法》第10条, 第23条, 第33条, 第44条和第53条。备注: 工厂总共有97个员工, 2个是退休员工, 没有临时工和派遣工。工厂给所有员工提供了雇主责任险, 保险是和平安保险公司签署的, 有效期从2019年7月25日到2020年7月24日。</p>	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 169970] Audit Date: 11/12/2019 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 171904] Audit Date: 30/12/2019 PA Score: D	Deadline date:30/11/2020
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The working hours of the factory was stated in the employee manual. The factory used face detecting to record workers' attendance time. Normal working hour was 8 hours per day and 5 days per week. Two shifts arranged to injection workshop: 7:30~16:30 with one hour lunch break from 11:30 to 12:30 for 1st shift, 19:30 ~4:30 with one hour eating break from 23:30 to 24:30 for 2nd shift; Working hour for canteen staffs: 9:00~13:00, 14:30~18:30; one shift was arranged other department, working hours 7:30~11:30, 12:45~16:45. Time records from December 2018 to 31 December 2019 of 14 workers from different workshops were randomly selected for review. As per attendance records review and worker interview, the workers had maximum 2 hours overtime per day, maximum 20 hours overtime per week, maximum 92 hours overtime per month, workers had 1 day off after 6 days consecutive working days.</p> <p>工厂在员工手册里陈述了工厂的工作时间。工厂用人脸识别来记录员工的考勤。工厂正常工作时间为每天8小时，每星期上班5天。注塑车间安排两个班次：7:30~16:30 午休从11:30到12:30 为第一个班次，19:30 ~4:30 吃饭休息从 23:30 到24:30 为第二个班次；食堂员工上班时间为：9:00~13:00, 14:30~18:30；其它部门安排了一个班次，工作时间为：7:30~11:30, 12:45~16:45。评估中随机抽查了14名不同车间的工人从2018年12月到2019年12月31日的考勤记录进行查阅。根据考勤记录的查阅和员工访谈，员工每天最多加班2小时，每周最多加班20小时，每月最多加班92小时，员工6天连续工作后有休息1天。</p> <p>6.2 - As per the attendance time records from December 2018 to the audit day provided by the factory for review, the attendance time records showed that the monthly overtime hours exceeded 36 hours. Such as for three sampled months of 14 sampled workers, the sampled workers monthly overtime were 48 to 92 hours in December 2018; the sampled workers monthly overtime were 62 to 88 hours in June 2019; the sampled workers monthly overtime were 58 to 92 hours in November 2019; till the audit day on 31 December 2019, the sampled workers monthly overtime in December 2019 were 44 to 82 hours hours. As per workers interview, the interviewees stated that they worked overtime were voluntary, and they willing to work overtime because they want to earn more wage, and they had one day off per week, As per management interview, the management and knew the law requirement about overtime, but it was difficult to recruit workers now, and they only control the daily overtime not exceed 2 hours. Reference to PRC Labour Law article 41.</p> <p>根据工厂提供的2018年12月至评估当日的考勤给查阅，考勤记录显示员工的月加班时间超过36小时。如抽样14个工人3个月的样本，抽样的工人在2018年12月份月加班时间为48 到 92小时；抽样的工人在2019年6月份月加班时间为62到88小时；抽样的工人在2019年11月份月加班时间为58到92小时；到评估当日2019年12月31日，抽样的工人在2019年12月的加班44到82小时。根据员工访谈，被访谈的员工表示加班是自愿的，他们愿意加班，可以挣更多的工资，每周有一天休息；根据工厂的管理层访谈，管理层知道法规对加班时间的要求，但是很难招聘到工人，管理层表示他们控制工作日的加班时间不超2小时。参考《中华人民共和国劳动法》第41条。</p>	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 169970] Audit Date: 11/12/2019 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

Performance Area 7 : Occupational Health and Safety	
1- Followup Audit [Audit Id - 171904] Audit Date: 30/12/2019 PA Score: A	Deadline date:26/02/2020
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>As per document review, Fire inspection reports, Construction Fire Prevention Check & Acceptance Certificates were provided for review, the procedures on occupational health and safety had established and implemented. EHS risk assessment was conducted, which covered the fire safety, electrical safety, machinery safety, and chemical hazard, special risk to young worker and female workers, and disease risk so on. The fire equipment (e.g. fire extinguishers and hydrants) was installed in the factory with proper maintenance. The fire exits and emergency evacuation passages were easily accessible, without any obstruction. Fire drill was conducted twice a year, the lasted drill in November 2019, which covered each shift. The EHS training was provided to new comer, and the refreshing training was provided to existing. There were 5 trained first aiders with valid qualified certificate in the factory. The first aid kits box was provided in each workshop. Potable water was provided to workers for free, and the potable water test report was provided for review. There were 2 cargo lifts used by the auditee, and the machines were obtained valid inspection reports. The auditee provided canteen to workers, and did not provide transportation and dormitory to workers.</p> <p>根据文件查阅，工厂提供了建筑的消防验收报告和建筑工程竣工验收报告供评估。有关职业健康安全程序已建立并实施。工厂已进行EHS风险评估，评估内容覆盖消防安全、电气安全、机器设备安全、化学品危害、有关未成年工和女工的特别风险，以及疾病风险等。工厂里安装足够的消防设备（比如：灭火器和消防栓），并维护保养良好。安全出口、紧急疏散通道保持畅通、无阻挡。工厂每年举行两次消防演习，上次演习在2019年11月，其包括每一个班次。EHS培训提供给新进员工，并每年对老员工进行EHS培训。工厂有5个培训过且获得急救员证书的急救员，每个车间都设有急救药箱。工厂给员工提供了免费的饮用水给员工，饮用水的检查报告已提供查阅。工厂使用了2部电梯，设备都有有效的检验报告。工厂给员工提供了食堂，没有给工人提供宿舍和班车。</p> <p>7.1 - 1. The auditee did not provide the pre-service, in-service and job leaving occupational health examination to workers who contacting chemical, dust and noise for review, such as silkscreen and crushing workers. Reference to PRC Law of Prevention and Control of Occupational Diseases article 35. 2. As per site observation, there were occupational hazards factors produced in such as silkscreen and crushing processes, but factory did not provide the occupational hazards factors (such as dust and noise, air quality) test report of these workshops for review. Reference to Provisions on the Supervision and Administration of Workplace Occupational Health, Article 20. 1.工厂没有给员工提供接触化学品，粉尘和噪音的工人的岗前、在岗期间和离岗时的职业病体检，如丝印和碎料的员工。参考《中华人民共和国职业病防治法》第35条。2.根据现场观察，工厂的丝印和碎料会产生职业危害因素，但是评估中工厂未提供这些车间的职业危害因素（如粉尘和噪音，空气质量）检测报告供查阅。参考《工作场所职业卫生监督管理规定》第20条。</p> <p>7.6 - As per site observation, it was noted that one silkscreen worker did not wear mask properly during operation. Reference to Safety Law of the People's Republic of China (2014) Article 42. 根据现场观察，一名丝印员工没有正确佩戴口罩。参考中华人民共和国安全生产法（2014）第四十二条。</p> <p>7.17 - 1. The employee operating the forklift and cargo lift manager did not have relevant operating certificates and cargo lift manager certificate. Reference to Special Appliance Quality Safety Monitoring Regulation article 38. 2. No handrails were installed to two ladders in the PETG workshop which height around 2 meters. Reference to Article 4.1.1 of the Safety Requirements for Fxed Steel Ladders and Platform – Part 3: Industrial guardrails and steel platform. 1.工厂的叉车操作工和货梯管理员未获得相应的操作证书和管理员证。参考《特种设备安全监察条例》第38条。2.PETG车间高约2米的2个梯子没有安装扶手。参考《固定式钢梯及平台安全要求_第3部分：工业防护栏杆及钢平台GB 4053.3-2009》第4.1.1条。</p> <p>7.21 - 1. The factory could not provide health certificate of 2 canteen workers for review, the management stated that workers did not obtain health certificate so far. Referent to PRC Law on Food Safety article 45. 2. The factory could not provide Food and beverage service license for review, the management claimed that they did not obtain the certificate yet. Reference to PRC Law on Food Safety article 35. 1.工厂未能提供2名食堂员工的健康证供查阅。工厂陈述员工还未获得健康证。参考《中华人民共和国食品安全法》第45条。2.工厂未能提供食品经营许可证供评估，管理层表示他们还没有获得食品经营许可证。参考《中华人民共和国食品安全法》第35条。</p>	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 169970] Audit Date: 11/12/2019 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 171904] Audit Date: 30/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: NONE	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 169970] Audit Date: 11/12/2019 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	
Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 171904] Audit Date: 30/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: NONE	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 169970] Audit Date: 11/12/2019 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	
Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 171904] Audit Date: 30/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: NONE	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 169970] Audit Date: 11/12/2019 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 171904] Audit Date: 30/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: NONE	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 169970] Audit Date: 11/12/2019 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 171904] Audit Date: 30/12/2019 PA Score: B	Deadline date:26/02/2020
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: As per document review, the procedure and policy on environment protection had established by factory. The environment impact assessment (EIA) was conducted in 2019, the EIA report was available for review. Remark: As per confirmed with the management, EIA report review and site observation, the auditee no need to obtained Waste discharge permit for Current Production Processes. 根据文件查阅, 工厂建立了有关环境保护管理程序和政策。工厂在2019进行环境影响评价, 环评报告已提供查阅。备注: 根据管理层确认、环评查阅和现场观察, 工厂目前的生产工序不需要获得排污许可证。	
12.1 - The factory could not provide Environmental Impact Assessment Report approval for review, the management claimed that it was during processing. Reference to Environmental Impact Assessment Law of P.R.C, Article 22. 工厂未能提供环境影响报告的批复给查阅, 管理层表示正在办理中了。参考《中华人民共和国环境影响评价法》第22条。	
12.4 - 1.As per site observation, there was crushing process in the factory, but the factory did not provide test report of industrial enterprises noise at boundary for review. Reference to Measures for the Administration of Environmental Surveillance, Article 21. 2.The Cooking fumes of kitchen was not monitored by the factory, the management stated that they would conduct monitoring soon. Reference to Emission standard of cooking fume GB18483-2001, article 4.2. 1.根据现场观察, 工厂有碎料工序, 但评估中, 工厂未能提供厂界噪音的监测报告供查阅。参考中华人民共和国环境噪声污染防治法第23条。2.厨房油烟未监测, 他们会尽快进行检测。参考餐饮业油烟排放标准 GB18483-2001, 第4.2条。	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 169970] Audit Date: 11/12/2019 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	
Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 171904] Audit Date: 30/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: NONE	
Remarks from Auditee: NONE	
Full Audit [Audit Id - 169970] Audit Date: 11/12/2019 PA Score: E	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

Summary 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	30/12/2019	171904	D	A	A	A	A	D	A	A	A	A	A	B	A	C
Full Audit	11/12/2019	169970	E	E	E	E	E	E	E	E	E	E	E	E	E	E

Producer Photos



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



Photo of non-conformity
NC 6.5 Insufficient social insurance.JPG



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



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



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



Photo of the inside of the main production hall
3. Blow moulding.JPG



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



Photo of non-conformity
NC 7.17 No handrails.JPG



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

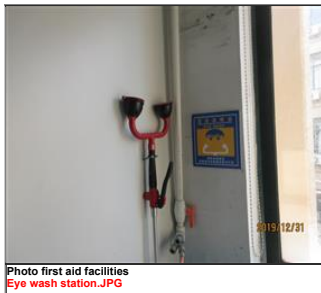


Photo first aid facilities
Eye wash station.JPG



Photo of non-conformity
NC 7.6 did not wear mask properly.JPG



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



Photo first aid facilities
First aid kit.JPG



Photo of the canteen (if applicable)
Canteen.JPG



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



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



Photo of the canteen (if applicable)
Kitchen.JPG



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



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

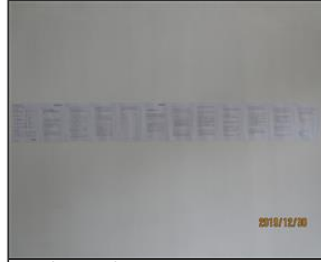


Photo of the code of conduct on display
amfori BSCI COC on display.JPG



Photo of the sanitary facilities
Drinking water.JPG



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



Photo of the inside of the main production hall
1. Incoming material storage.JPG



Photo of the sanitary facilities
Toilet.JPG



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