



BSCI Audit Summary Report

NAME OF THE PRODUCER : BAIXIANG COUNTY LONGHUA ELECTROSTATIC SPRAYING FACTORY

DBID : 346838

DATE OF THE AUDIT : 14/01/2015

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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform.

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Producer Information

Name of producer :	Baixiang county longhua electrostatic spraying factory		
DBID number :	346838		
Audit ID :	26256		
Address :	Longhua township baixiang county,Xingtai		
Province :	Hebei	Country :	China
Management Representative :	Ms. Gao Yawei		
Contact person:	Lanmei Su		
Sector :	Non-Food	Industry Type :	Others
Product group :	Others	Product Type :	enamel pan

Audit Details

Type of audit :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Re-Audit		
Sub type of audit :	<input type="checkbox"/> Combined audit	<input type="checkbox"/> Special investigation- RUC	<input type="checkbox"/> Special investigation- Other	<input type="checkbox"/> Unannounced/ Semiannounced
Audit date :	14/01/2015	Audit Duration :	1.500	
Audit methodology :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Primary Production		
Auditing Company :	Globalgroup of Companies Limited			
Auditing Company Branch :	(China) Globalgroup Certification Limited			
Auditing company address :	15B & 15F, Cheuk Nang Plaza,250 Hennessey Road,Wan Chai,			
Lead Auditor Name(SA8000 Certificate Number) :	ShiWu Lv (AD10296)			
Team Member Name(SA8000 Certificate Number) :				

Audit Results for Part B tier I

Total Score Part B tier I:	<input type="checkbox"/> Good	<input checked="" type="checkbox"/> Improvements Needed	<input type="checkbox"/> Non-Compliant
Total Number of deviations in crucial questions :	0 / 35		
Agreed date for closing the Corrective Action Plan (If applicable) :	13/04/2015		
Contingencies to be reported :	<input type="checkbox"/> Aborted	<input type="checkbox"/> Partially Conducted	<input type="checkbox"/> Combined With Other Systems
	<input type="checkbox"/> Desktop Review	<input type="checkbox"/> Others	

Audit Results for Part B tier II (Only relevant if Primary Production Methodology is used)

Please refer to section "Sampled Units Tier II" and "Audit Sample CAP B"

Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

Audit Master Data Part A

For more details of the company, see complete Master Data in the on-line Audit Report

General information on the Producer			
Name of producer :	Baixiang county longhua electrostatic spraying factory		
Address :	Longhua township baixiang county,Xingtai		
Year of foundation :	1995		
Legal status :	private compamy		
Turnover (in euros) :	4100000.000		
Main contact person :	Lanmei Su		
Language spoken :	Chinese		
Valid GlobalG.A.P Certificate :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Other Social audit :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Social audit name :	N/A

Auditors' notes

Producer's background

The Full-audit of the 1 cycle was conducted at Baixiang county longhua electrostatic spraying factory. on 14 January, 2015. The facility is located at Longhua township baixiang county, Xingtai, Hebei, China. The total land area occupied by the whole facility is about 4,697 square meters. They started their operation at the existing location in 1995. One 2-storey building is using as office area, 2 single-storey buildings are using as production and warehouse, 3 single-storey buildings are idle. The production sections in the facility mainly included sample-making section, polishing section, painting section, packing section and inspection section. Total 51 employees worked in the facility during the audit. There are all local employees in this factory. According to the management file provided by factory, employees worked for 5 days a week in 1 shift. The normal working hour of employees is from 08:00 to 17:00 with 1.0 hour lunch-break from 12:00 to 13:00. Employees' wages are calculated on hourly-rated basis.

Chapter summary

Chapter	Chapter Summary
B.1. Management Practice	There are totally 2 non-compliant findings raised from the requirement of B1, it is recommended that the factory should focus on the following aspects to take accordingly corrective actions as the recommendations had been given to each clause of requirement: 1. The factory should the cost accounting and work capacity control procedure should be established and implemented. 2. The factory should to post the anti-corruption/bribery policy to public.
B.10. Health and Social Facilities	There are totally 2 non-compliant findings raised from the requirement of B10, it is recommended that the factory should focus on the following aspects to take accordingly corrective actions as the recommendations had been given to each clause of requirement: 1. The factory should to send employees to be trained in first aid, and a procedure to ensure emergency treatment. 2. The factory should maintain the valid inspection report for drinking water.
B.11. Occupational Health and Safety (OHS)	There are totally 11 non-compliant findings raised from the requirement of B11, it is recommended that the factory should focus on the following aspects to take accordingly corrective actions as the recommendations had been given to each clause of requirement: 1. The factory should consider the risk assessment for transmissible and non transmissible disease. 2. The factory should conduct regular occupational health examination for those laborers who are engaged in using or contacting noxious articles in their working process and post proper PPE warning sign in the painting workshops. 3. The factory should conduct fire and evacuation drills in the production at least twice per year. 4. The factory should to keep the maintenance records for all PPE. 5. The factory should provide MSDS for the chemical used in the factory. 6. The factory should record the distribution, use and disposal of chemical. 7. The factory should to investigate the occupational accidents. 8. The factory should ensure electrical installations and equipments are checked by a competent person periodically. 9. The factory should be installed with inner cover and outer cover with the all electrical control panel. 10. The factory should be equipped to all machines with safety devices. 11. The factory should apply the registration for the pressure vessel from the local Special Appliance Quality Safety Monitoring Department and should be maintained with the inspection report of one air storage tank and its safety accessories (manometer and safety valve).

Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

B.13. Environment	There are totally 2 non-compliant findings raised from the requirement of B13, it is recommended that the factory should focus on the following aspects to take accordingly corrective actions as the recommendations had been given to each clause of requirement: 1.The factory should obtain the EIA approval from local environmental protection bureau and apply the environmental protection acceptance check for their construction project and keep the records. 2. The factory should develop the mechanisms for CO2 emission reduction.
B.2. Documentation	There were no violations found by checking on site and reviewing documents and interviewing on-site workers.
B.3. Working Hours	The electronic attendance records were available and provided for review, and it was noted that the sampled month attendance records in March of 2014, October of 2014 and December of 2014, up to 42 hours/month, 58 hours/month and 54 hours/month . It was failing to comply with the PRC Labor Law, Article 41, it is recommended that the facility should control with monthly OT hours within 36 hours as labor law requires.
B.4. Compensation	There were no violations found by checking on site and reviewing documents and interviewing on-site workers.
B.5.1. Child Labour	There were no child labor observed by interviewing worker on site and reviewing documents and records, and the relative protection policy and procedure was established for child labor.
B.5.2. Young Workers	There were no young workers found by checking on site and reviewing documents and records, and the protection policy and procedure accordingly established for young worker group even though they did not employ any young workers.
B.6. Forced Labour / Disciplinary Measures / Prison Labour	There were no forced labor/disciplinary measures/prison labor found by checking on site and reviewing documents and interviewing on-site workers.
B.7. Freedom of Association and Collective Bargaining	There were no violations found by checking on site and reviewing documents and interviewing on-site workers.
B.8. Discrimination, Harassment and Abuse	There were no violations found by checking on site and reviewing documents and interviewing on-site workers.
B.9. Working Conditions	There is recommended that the facility should to conduct the hazardous element detection for workshop air.

Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

Part B Tier I - Overall Summary

Chapter	Full Audit Results (26256 and 14/01/2015)				
	G	IN	NC	NA	%
B.1. Management Practice	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	83.33
B.2. Documentation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.3. Working Hours	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	80.00
B.4. Compensation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.5.1. Child Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.5.2. Young Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.6. Forced Labour / Disciplinary Measures / Prison Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.7. Freedom of Association and Collective Bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.8. Discrimination, Harassment and Abuse	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.9. Working Conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	85.71
B.10. Health and Social Facilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	75.00
B.11. Occupational Health and Safety (OHS)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	71.79
B.12. Dormitories (if not applicable, go to B.13)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.13. Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	60.00
Total	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	83.48

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

In House Production Structure

Department	Function in production	Number of Workers	Number of shifts	Shift 1		Shift 2		Shift 3	
				From	To	From	To	From	To
Services	services	7	1	8:00 AM	5:00 PM				
Production	enamel section	21	1	8:00 AM	5:00 PM				
Production	packing section	16	1	8:00 AM	5:00 PM				
Warehouse	warehouse staff	1	1	8:00 AM	5:00 PM				
Services	security guard	6	3	12:00 PM	8:00 AM	8:00 AM	4:00 PM	4:00 PM	12:00 PM

In House employment Structure at the time of the audit

Total number of workers :	51		
Male		Female	
Permanent workers	19	Permanent workers	32
In management position	2	In management position	4
On probation	0	On probation	0
National migrants	0	National migrants	0
Salaried workers	19	Salaried workers	32
Temporary workers (odd jobbers)	0	Temporary workers (odd jobbers)	0
Apprentices	0	Apprentices	0
With disabilities	0	With disabilities	0
Cross-border migrants	0	Cross-border migrants	0
Production based workers	0	Production based workers	0
		Pregnant	0
		On maternity leave	0

Outsourced structure

Unit	Function in the chain	Contact person	Business relation -ship since	Location/ Address				Distance to the company in km	Main product	Certificates and social audits (if applicable)	Number of workers	Part of the ISMS (if applicable)	Part of the audit sample
				Address	City	State	Country						
Donglai Casting Co., Ltd.	subsupplier	Fan Donglai	1995	Zhang Village, Baixiang County	Xingtai	Hebei	China	5	Cast iron pan	Nil	30	No	No
Baixiang Shengxin Metal Products Co., Ltd.	subsupplier	Feng Shaoqing	1995	Xiwa Village, Baixiang County	Xingtai	Hebei	China	8	Cast iron pan	Nil	20	No	No

Dormitories (if applicable)

No Data Available for Dormitories

Corrective Action Plan (CAP) B Tier I

Chapters and Subchapters	Crucial	Score	CAP	Responsible Person	Deadline date
B.1. Management Practice					
B.1.1. Management Pactice	No	(-) [Minus]	It was noted through document review & management interview that the factory could not provide positive evidence to prove that the workforce capacity in the company was sufficient and properly planned to match deliver order contracts' expectations.(工厂未提供证据证明工厂产能能够满足交期要求) It violated BSCI Code of Conduct B.1.1. It was recommended the cost accounting and work capacity control procedure should be established and implemented.	Ms. Gao Yawei	13/04/2015
B.1.9. Management Pactice	No	(-) [Minus]	It was noted through documents review & facility tour that the factory had setup the the written policy to prevent corruption or bribery, but was not posted in public area(工厂没有张贴反贿赂政策). It is recommended the factory to post the anti-corruption/bribery policy to public.	Ms. Gao Yawei	13/04/2015
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 3			
Fulfillment Percentage		83.33%			
B.3. Working Hours					
B.3.4. Working hours	No	(-) [Minus]	It was noted through document review & workers interview that the max. overtime hours per month exceeded 36 hours, such as in March of 2014, October of 2014 and December of 2014, up to 42 hours/month, up to 58 hours/month, up to 54 hours/month.(月加班时间超过36小时). It violated China Labor Law, Article 41. It was recommended that the monthly overtime hours should be within 36 hours.	Ms. Gao Yawei	13/04/2015
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 3			
Fulfillment Percentage		80.00%			
B.9. Working Conditions					
B.9.3. Working Conditions	No	(-) [Minus]	It was noted that there is no hazardous element detection for painting workshop air in the facility(工厂没有提供喷涂车间有毒有害物质的检测). (Occupational Exposure Limit for Workplace Hazard Factors (GBZ 2.2-2007) Article 11.2.1).It was recommended to conduct the hazardous element detection for workshop air.	Ms. Gao Yawei	13/04/2015
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 1			
Fulfillment Percentage		85.71%			
B.10. Health and Social Facilities					
B.10.1.1. First aid	No	(-) [Minus]	It was noted that through document review no qualified first aid responder in facility for employees(工厂没有提供急救员证书).It is recommended that the facility should ensure qualified first-aid at all times.	Ms. Gao Yawei	13/04/2015
B.10.2.1. Social Facilities	No	(-) [Minus]	It was noted through documents review & management interview that the factory hadn't kept the valid inspection report to patable water onsite for review(工厂没有提供有效的水质检测报告). It is recommended that the factory shall manitain the valid inspection report for drinking water.	Ms. Gao Yawei	13/04/2015
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 1			
Fulfillment Percentage		75.00%			
B.11. Occupational Health and Safety (OHS)					

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

B.11.1.3. Risk Assessment and Monitoring	No	(-) [Minus]	It was noted through documents review & management interview that transmissible and non-transmissible diseases was not included in the risk assessment(工厂没有进行传染病和非传染病的风险评估记录).It is recommended that the factory should consider the risk assessment for transmissible and non transmissible disease.	Ms. Gao Yawei	13/04/2015
B.11.1.5. Risk Assessment and Monitoring	No	(-) [Minus]	1.It was noted that through document review found the factory did not arrange the workers chemicals to conduct occupational health examination since they joined the factory(工厂没有安排接触化学品的员工进行职业病体检).Law ref: PRC Law of Prevention and Control of Occupational Diseases article 36.It is recommended that the facility shall conduct regular occupational health examination for those laborers who are engaged in using or contacting noxious articles in their working process. 2. It was noted through facility tour that the factory did not post proper PPE warning signs in the painting workshops to reminder workers.(工厂未在喷涂车间张贴合适的PPE佩戴警告标识)It violated BSCI Code B.11.1.5. It was recommended that the factory should post proper PPE warning sign in the painting workshops.	Ms. Gao Yawei	13/04/2015
B.11.2.1. Training	No	(-) [Minus]	It was noted through documents review & management interview that the facility does not conduct fire and evacuation drills in the first half year of 2014(工厂在2014年上半年没有进行消防演习记录).It was recommended that the facility should conduct fire and evacuation drills in the production at least twice per year.	Ms. Gao Yawei	13/04/2015
B.11.3.2. Personal Protective Equipment	No	(-) [Minus]	It was noted that through factory tour and document review there are no maintenance records for all PPE(没有个人防护用品的维护记录). Law ref: PRC Law of Prevention and Control of Occupational Diseases article 23. It is recommended to keep the maintenance records for all PPE.	Ms. Gao Yawei	13/04/2015
B.11.4.3. Chemicals	No	(-) [Minus]	It was noted through factory tour that no MSDS was provided for the chemical used in the factory.(工厂的化学品使用现场没有提供MSDS). Regulations on Safety Management of Hazardous Chemicals, Article 15 It is recommended that the factory should provide MSDS for the chemical used in the factory.	Ms. Gao Yawei	13/04/2015
B.11.4.6. Chemicals	No	(-) [Minus]	It was noted through documents review & management interview that distribution,use and disposal of chemical was not properly recorded(工厂没有保留化学品使用、分发记录).It is recommended that the factory should record the distribution, use and disposal of chemical.	Ms. Gao Yawei	13/04/2015
B.11.5.5. Accident and Emergency Procedures	No	(-) [Minus]	It was noted through documents review & management interview that the reported occupational accidents was not investigated and a remediation procedure has not been put in place(工厂没有提供工伤事故的纠正和预防措施). It is recommended the factory to investigate the occupational accidents. The investigation shall at least include the following aspects: o Establishing what happened o Determining the root cause o Identifying measures necessary to prevent a recurrence.	Ms. Gao Yawei	13/04/2015
B.11.6.2. Electricity	No	(-) [Minus]	It was noted through document review and management interview that electrical installations and equipments were not checked by a competent person periodically.(电力设施没有定期由一位有资质的人员检查并记录)It violated BSCI code B.11.6.2. It was recommended that the factory should ensure electrical installations and equipments are checked by a competent person periodically.	Ms. Gao Yawei	13/04/2015
			It was noted through facility tour that all of		

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Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

B.11.6.4. Electricity	No	(-) [Minus]	electrical control panels missing inner cover(工厂所有的电源箱没有内盖). It was ecommentdted that the all electrical control panel should be installed with inner cover and outer cover.	Ms. Gao Yawei	13/04/2015
B.11.09.1. Machine and Vehicle Safety	No	(-) [Minus]	It was noted that through factory tour no belt guard for 1 drilling machine(现场查看过程中发现工厂有一台台钻机的皮带罩丢失).Law ref: PRC on Work Safety article 29.It is recommended that safety devices should be equipped to all machines.	Ms. Gao Yawei	13/04/2015
B.11.09.3. Machine and Vehicle Safety	No	(-) [Minus]	1. It was noted that through document review the pressure vessel did not registered at local Special Appliance Quality Safety Monitoring Department(工厂的一个压力容器没有到当地的特种设备安全监督管理部门进行登记).Law ref: Special Appliance Quality Safety Monitoring Regulation article 25.It is recommended that the facility shall apply the registration for the pressure vessel from the local Special Appliance Quality Safety Monitoring Department. 2. It was noted that through document review the factory did not obtain the inspection certificate of one air storage tank and its safety accessories (manometer and safety valve)(工厂的储气罐及附件压力表和安全阀没有取得检验报告).Law ref: Special Appliance Quality Safety Monitoring Regulation article 28.It is recommended that the inspection report of one air storage tank and its safety accessories (manometer and safety valve) should be maintained for review.	Ms. Gao Yawei	13/04/2015
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 6			
Fulfillment Percentage		71.79%			
B.13. Environment					
B.13.1. Environment	No	(-) [Minus]	1.It was noted that through document review the factory did not obtain the EIA approval from local environmental protection bureau(工厂没有在当地的环保部门取得环评批复). It violated Law of the People's Republic of China on the Environmental Impact Assessment (2003), Article 16 Necessary Improvement:It is recommended that the factory should obtain the EIA approval from local environmental protection bureau. 2.It was noted that through document review the facility has not obtained the environmental protection acceptance check report for their completed construction project(企业没有提供其建设项目竣工环境保护验收报告). Law ref: Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17 It is recommended that the facility should apply the environmental protection acceptance check for their construction project and keep the records.	Ms. Gao Yawei	13/04/2015
B.13.5. Environment	No	(-) [Minus]	It was noted through documents review & management interview that the factory had not developed mechanisms to ensure reduction of emissions, particularly CO2 emission(工厂没有温室气体(二氧化碳)减排机制).It is recommended the factory should develop the mechanisms for CO2 emission reduction.	Ms. Gao Yawei	13/04/2015
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		60.00%			
Total Audit Results for Part B Tier I					
Total Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Total number of deviations in crucial questions		0 of 35			
Overall fulfillment percentage		83.48%			

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
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Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

Part C: Audit Findings

Chapter
C.1. Policy
C.2. Planning and Implementation
C.3. Management Review
C.4. Control of Subcontractors / Suppliers / Sub-suppliers
C.5. Control of Homeworkers
C.6. Compensation
C.7. Child Labour
C.8. Outside Communication
Total

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

Workers Interview Sheet

Workers Interview Sheet			
Workers	Male workers number	Female workers number	% of the total workforce
Total	4	6	19.61
Workers aged < 18 years interviewed	0	0	0.00
Apprentices interviewed	0	0	0.00
Disabled persons interviewed	0	0	0.00
Full time workers interviewed	4	6	19.61
Part time workers interviewed	0	0	0.00
Seasonal workers interviewed	0	0	0.00
Migrant workers interviewed	0	0	0.00
Pregnant workers interviewed		0	0.00

Interview methods used	number (how many)
Number of Individual interviews conducted	5
# of people interviewed in Group(s)	5
# of Interviews conducted on site	10
# of Interviews conducted off site	0
Was an interpreter used?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Language(s) used for worker interviews	Chinese

No. of interview	Essentials (If the number of rows is not enough, please add pages as needed and include with the attachments).
1	Female worker from the quality control department. She is salary-based worker, and her basic wage was higher than the local minimum wage RMB 1310. She used the fingerprint attendance machine to record her time in & out, and normal work started at 08:00 and ended at 17:00, and she had a break of 1.00 hour for lunch from 12:00 to 13:00. The factory did not provide dormitory and canteen to the workers.
2	Male worker from the painting production section. He used the fingerprint attendance machine to record his time in & out, and normal work started at 08:00 and end at 17:00. In general, the overtime were not too much, but overtime would exceed 36 hours per month, and he could have 1 rest day in 1 week. The present month wages were paid by cash in the 15th of next month normally, and there was no deposit or other middleman fee in the recruitment. He reported the payment was consistent to the wage records provided by the management. The payment was in cash and with payslips.
3	Female worker from the packing production section. She said work at 08:00 and ended at 17:00, including 1.00 hour for lunch break. She stated she could leave the factory free when shift was over and was free to the toilet without any permission. For freedom of association, she could appeal to the supervisor or by suggestion box. She stated that the factory had provided the PPE to her, and she was required to wear during the production. And She was aware the representative of worker representatives.
4	Male worker from the polishing production section. For working hours, he said that he worked only one shift and regular working time was 8 hours per day, 5 days and 40 hours per week. He stated that overtime was arranged 8 hours on Saturdays if need, rest on Sundays. He said that he was free for taking overtime hours. For health and safety issue, he was satisfied with the working condition and the factory provided induction training for new workers and regular safety training for all workers. He confirmed that no any serious accident or injury occurred in the factory. Fire drills conducted once per year in production area, which included the evacuation exercise and the use of the fire extinguishing facilities. The recently fire drill was conducted in December 2014.
5	Female worker from the painting production section. For child labour issue, she confirmed that the factory would required them to show their ID cards to verify their ages during recruitment and kept the copies in personal files. For forced labour issue, she confirmed that no "deposit" was required by the factory and their original documents such as ID cards were kept by themselves. And She stated that the factory had provided the PPE to her, and she was required to wear during the production.
6	1 male and 2 female workers from the production section were selected for group interview on site. For working hours, they worked only one shift and their regular working time was 8 hours per day from 08:00 to 17:00 including 1.00 hour for lunch break, 5 days and 40 hours per week. They stated that overtime was usually arranged 8 hours on Saturdays if needed, rest on Sundays. They said that they were free for taking overtime hours. Factory would pay the wages about 15th every month in cash. The minimum wage was RMB 1310 since December 01, 2014, and their wages were higer than this minimum wage. Overtime was paid as legal requirement. The factory provided paid annual leave and other legal holidays. Social insurance was provided to them.
7	1 male and 1 female workers from the production section were selected for group interview on site. For discipline

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

practice issue, they said they would be warned if he broke the factory rules; no fine was found. They confirmed that no harsh or inhumane treatment occurred and the management staffs were kind to them. For compensation, the minimum wage was RMB 1310 since December 01, 2014, and their wage were higher than this minimum wage. Overtime was paid as legal requirement. The factory provided paid annual leave and other legal holidays. Social insurance was provided to them. The wage was paid during 15th per month in cash. The factory did not provide dormitory and canteen to the workers.

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

Child and Young Workers Record Sheet

No Data Available for >Child and Young Workers Record Sheet

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

Overall Producer Pictures



External photo(s) of the production unit(s)
facility name.JPG



Photo of the inside of the main production hall
Emergency light and exit sign 4.JPG



Photo of the inside of the main production hall
Fire extinguishers 3.JPG



External photo(s) of the production unit(s)
facility overview.JPG



Photo of the inside of the main production hall
Evacuation arrow.JPG



Photo of the inside of the main production hall
Fire extinguishers 4.JPG



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

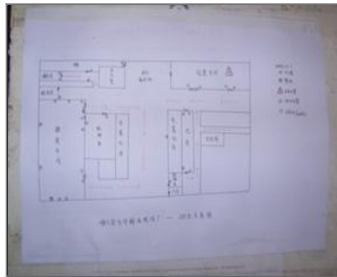


Photo of the inside of the main production hall
Evacuation map 2.JPG



Photo of the inside of the main production hall
NC-no belt guard for drilling machine.JPG



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



Photo of the inside of the main production hall
Evacuation map 3.JPG



Photo of the inside of the main production hall
NC-no internal safety cover for the power box.jpg



Photo first aid facilities
first aid box 1.JPG



Photo of the inside of the main production hall
Evacuation map 4.JPG



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



Photo first aid facilities
first aid box 2.JPG

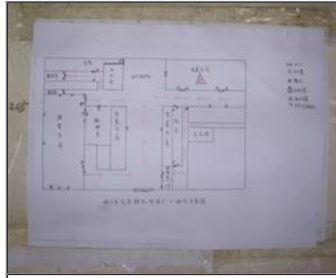


Photo of the inside of the main production hall
Evacuation map1.JPG



Photo of the inside of the main production hall
painting area 1.JPG



Photo of the code of conduct on display**
BSCI code.JPG



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



Photo of the inside of the main production hall
painting area.JPG



Photo of the inside of the main production hall
Electric Box With Warning Sign.JPG



Photo of the inside of the main production hall
fire alarm 1.JPG



Photo of the inside of the main production hall
raw material warehouse.JPG

