
Auditee :	SHENZHEN RICH HAOYUAN ENERGY TECHNOLOGY CO.,LTD
Audit Date From :	12/05/2021
Audit Date To :	13/05/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Charles Xie(Lead), Greg Huang
Auditing Branch (if applicable) :	SGS CHINA



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Rating Definitions

Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p>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>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>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p>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>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>
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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>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>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 :	SHENZHEN RICH HAOYUAN ENERGY TECHNOLOGY CO.,LTD		
DBID number :	409378		
Audit ID :	210150		
Address :	3 FLOOR,A17 BUILDING,FUQIAO 3RD INDUSTRIAL AREA,FUYONG TOWN,BAOAN DIST, Shenzhen		
Province :	Guangdong	Country :	China
Management Representative :	Yan Zhang / Manager		
Contact person:	Yan Zhang	Sector :	Non-Food
Industry Type :	Others	Product group :	Others
Product Type :	Battery, Charger		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 13/05/2022

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	B	A	A	B	D	A	A	A	A	A	A	A

Executive summary of audit report

This audit was conducted by Charles Xie (APSCA Number: CSCA21701887) and Greg Huang (APSCA Number: RA21701876) SHENZHEN RICH HAOYUAN ENERGY TECHNOLOGY CO.,LTD (business license: 91440300071776906C) was located at 3 FLOOR,A17 BUILDING,FUQIAO 3RD INDUSTRIAL AREA,FUYONG TOWN,BAOAN DIST,Shenzhen, Guangdong, China. The establishment date was Jun 21, 2013 and the factory focus on manufacturing: Battery and Charger.

There were total 123 employees in the factory during the audit.

The audited factory used one 3-storey production building as workshop and office and warehouse.

The factory did not provide dormitory and canteen to workers.

The main production process flow was Injection molding-Assembly-Packing

The factory recorded workers' working time through finger printing attendance system, the regular working time was 8 hours per day and 5 days 40 hours per week, there were one shift for all workers. All workers were calculated at monthly rate system.

During the audit, the management of facility provided support to the audit team so that the audit had been carried out smoothly.

Workers interviews were conducted in either individual or group in confidential manner. Total 7 individual and 2 group with 8 workers interviews were conducted. All interviewed workers were chosen by auditors without the influence from the management. The interviewed workers were cooperative with the interview and showed satisfying in working in the facility.

Ratings Summary



Auditee's background information			
Auditee's name :	SHENZHEN RICH HAOYUAN ENERGY TECHNOLOGY CO.,LTD	Legal status :	Limited company
Local Name :	深圳市富浩源能源科技有限公司 (91440300071776906C)	Year in which the auditee was founded :	2013
Address :	3 FLOOR,A17 BUILDING,FUQIAO 3RD INDUSTRIAL AREA,FUYONG TOWN,BAOAN DIST,	Contact person (please select) :	Yan Zhang
Province :	Guangdong	Contact's Email :	fhyn888@163.com
City :	Shenzhen	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N22°40'14" E113°47'38"	Total turnover (in Euros) :	25000000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Others	Of which domestic market % :	10.00
If other, please specify :		Production volume :	1000000.00
Product Group :	Others	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Battery, Charger		

Auditee's employment structure at the time of the audit			
Total number of workers :	123	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	40	83	
Temporary workers	0	0	
In management positions	11	9	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	40	83	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	40	83	
Production based workers	0	0	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 210150] Audit Date: 12/05/2021 PA Score: D

Deadline date:13/08/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 1. The main auditee set up policy and procedure on social accountability. For example Yang Mo/HR Manager was appointed as amfori BSCI management representative. The main auditee selected suppliers and conducted regular assessment for its suppliers on their social responsibility according to amfori BSCI requirement. However, gaps have been identified in implementation:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。被审核方建立了社会责任政策和程序。指定了莫阳/人事经理作为amfori BSCI 管理者代表。被审核方对其供应商基于amfori BSCI行为准则进行选择以及监控其社会绩效。但也发现被审核方在如下方面和amfori BSCI要求有差距:

- 1.1 - The main auditee partially respects this principle because the main auditee established completed BSCI management system including plan-do-check-action cycle, but the management of the main auditee was not completed and many issues of working hours, Health and safety. etc. were identified during the audit.

被审核方(生产商)部分遵循该准则。原因是被审核方已建立完整的BSCI管理系统,其中也包括计划-执行-检查-改善循环,但由于被审核方的管理系统不完善导致工作时间、健康安全等问题的发生。

- 1.4 - The main auditee partially respects this principle because the evidence showed the main auditee evaluated the workforce capacity, such as production schedule was arranged, but workers' overtime still exceeded legal laws month.

被审核方虽进行了产能评估,例如制定了生产安排计划,但员工的加班时间仍超出法规要求而只部分符合该原则。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 210150] Audit Date: 12/05/2021 PA Score: B

Deadline date:13/08/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 2. The factory provided Amfori BSCI relevant trainings for all employees and posted Amfori BSCI COC in workshop; the factory established effective grievance mechanism for individuals and communities. Workers could transfer their ideas or complaints through suggestion box, worker representative or management. Suggestion box was available for the factory. The management opened it once per month with the worker representative. Until audit day, no complaint was occurred in the factory. Interviewed employees understood their right and responsibilities. However, gaps had been identified in implementation:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂给全体员工提供了Amfori BSCI相关的培训,并张贴Amfori BSCI行为准则在车间;被审核方建立了有效的针对个人和团体的申述机制。工人可以通过意见箱,工人代表或管理层表达自己的想法或抱怨。工厂设置了意见箱。管理层与员工代表每个月开箱一次。截止审核当天,未发生过申诉案例。受访员工理解他们的权利和职责。但也发现被审核方在如下方面和amfori BSCI要求有差距:

- 2.4 - The main auditee partially respects this principle because most interviewed workers were not quite aware of the social responsibility requirements or the Amfori BSCI Code, though the factory had conducted training of Amfori BSCI Code to all employees and posted the Amfori BSCI code onsite, but factory did not check the effect of the training.

被审核方部分遵守该原则,原因是大部分的访谈工人不了解社会责任或者是Amfori BSCI的内容,虽然工厂有对Amfori BSCI进行培训并且张贴了Amfori BSCI行为准则,但是未验证培训的效果。

- 2.5 - The main auditee partially respects this principle because the main auditee had established grievance mechanism for internal workers including anonymous feedback and complaint through suggestion box, but there was no communication channel for local communities.

被审核方部分符合该原则原因是被审核方建立了针对内部员工的申诉机制包括通过意见箱的匿名反馈及投诉等,但未针对外部当地社区建立沟通渠道。

Remarks from Auditee:

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

Full Audit [Audit Id - 210150] Audit Date: 12/05/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 3. 2 worker representatives were elected by workers freely. Regular communication was conducted between worker representatives and management. No collective bargain agreement was concluded between the main auditee and workers, but the main auditee did not prevent workers from bargaining for the agreement. Workers could set and join into union freely and they would not be discriminated if they joined into union.

综合概况: 整体观察显示被审核方符合该绩效区域的要求。被审核方让员工自由地选举了2名员工代表,员工代表和管理层会定期见面。审核过程中,被审核方和员工无集体谈判协议,但被审核方也未阻止员工有意愿的时候和被审核方谈判。同时员工可以自由的组建和加入工会而不会受到歧视。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 210150] Audit Date: 12/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 4. The main auditee made one policy on anti-discrimination. The policy defined that the main auditee would not discriminate workers by race, gender and ages etc. The main auditee also analysed the potential risk of the process in the main auditee during establishing the policy on discrimination and developed the preventing and improvement measures for the risk. And according to interview statement with workers, workers could use the grievance system through suggestion boxes or telling to worker representative once workers' right was infringed. Furthermore, the policy on discipline measures made by the main auditee was in line with legal requirement and amfori BSCI requirements. The main auditee established grievance policy and had the necessary preventive measures in place to avoid discriminatory practices based on reprisals.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。被审核方制定了反歧视的政策, 反歧视政策中表明被审核方不会因为种族, 性别, 年龄等原因对员工区别对待。并且依照员工访谈, 若员工的权利受到任何侵害, 员工可以通过意见箱或和员工代表反馈的形式进行投诉。而且, 通过查看被审核方的惩戒措施程序, 其描述的措施均符合法规和amfori BSCI要求。被审核方建立的申诉机制中也有必要和适当的预防措施以防因报复产生的歧视。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 210150] Audit Date: 12/05/2021 PA Score: B	Deadline date:13/08/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 5. The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from May 2020 to Apr 2021 provided by the factory, the minimum wage paid by the factory was RMB2200 per month, which was met legal requirement. No other deduction except individual income tax deduction was identified according to wages records of workers. All these processes and evidences were cross checked by document review, worker interview and management interview. However, gaps have been identified in implementation.</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工资支付政策和福利政策, 福利政策包括给员工提供法定节假日, 病假, 婚假, 产假等假期。根据工厂提供的2020年5月至2021年4月的工资记录显示, 工厂给员工支付最低RMB2200/月的工资, 依据审核时的评估, 工厂给员工提供的总工资符合当地的最低工资标准。根据员工的工资记录, 员工仅有个税的扣款记录, 无其它的扣款。以上过程均用文件, 访谈等方式进行核实过。但是, 发现被审核方在实施中仍存在与该章节要求之间的差距。</p> <p>5.5 - The main auditee does not respect this principle because the main auditee did not provide social insurance for workers as per legal requirement. Based on provided social insurance payment records of Apr 2021, there were 123 employees in the factory, but the factory only provided retirement insurance for 63 workers, and provided accident insurance, unemployment insurance, medical insurance and maternity insurance for all 123 workers.</p> <p>被审核方(生产商)因未按照法规要求给所有人员提供所有险种社保而未遵守该原则。根据工厂提供的2021年4月的社会保险缴费记录, 工厂有123名员工, 工厂只提供了养老保险给63名员工。提供了工伤, 失业, 医疗和生育保险给全部123名员工。</p>	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 210150] Audit Date: 12/05/2021 PA Score: D	Deadline date:13/08/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 6. The auditee has a working hour policy to describe the standards of working hours and labor intensity and communicate the policy to each worker when he entered the factory. The auditee ensures normal working hours comply with legal requirement and the use of overtime is voluntary and paid at adequate premium rate. According to the policy and implementation records, workers worked 8 hours per day, 5 days per week. The factory arranged workers working on Saturday sometimes and workers had right to choose working overtime or not. Usually workers worked 3~5 times 2 OT hours at nights per week. The factory ensured workers had every Sunday off per week. The auditee supports the right to resting breaks including short breaks during working hours, meal break and night rest. However, gaps had been identified in implementation:</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了工作时间的程序规范了工作时间标准和劳动强度并在每位工人入职前阐明该项程序。工厂确保正常工作时间遵循法律规定, 加班是自愿的, 且工厂承诺足额支付加班费。工厂制定了工时政策, 依照政策以及工厂实际的执行情况, 员工每天上班8小时, 每周5天。周六工厂会依据生产订单进行加班, 员工可自愿选择是否加班。通常每周员工会有3~5次2个小时的晚上加班, 工厂保证了员工每周日休息。工厂给予充分的休息时间包括工作时间内的短暂休息, 进餐时间和睡眠时间。但也发现被审核方在如下方面和Amfori BSCI要求有差距:</p> <p>6.2 - The main auditee does not respect this principle because the monthly OT hours exceeded legal requirement. During the audit, the factory provided the attendance records from May 1, 2020 to the audit date for review. Based on working hour records review, sampled workers' monthly overtime hour exceeded local legal requirement. The workers' daily overtime hours were 0-2 hours per day, weekly working hours were 52-58 hours, monthly overtime hours were 48-88 hours. The max monthly overtime hours were 88 hours (Included 36 overtime hours on weekday and 52 overtime hours on weekend) happened in Oct 2020. 被审核方因员工月加班超过法规要求而未遵守该原则。审核期间, 工厂提供了员工从2020年5月1日至审核当天的考勤记录。根据记录显示, 抽样员工的每月加班均超过法规要求。员工日加班为0-2小时, 周工时为52-58小时, 月加班为48-88小时。最大月加班为88小时(包含36平时加班和52周末加班), 发生在2020年10月。</p>	
Remarks from Auditee:	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 210150] Audit Date: 12/05/2021 PA Score: A	Deadline date:13/08/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 7. The committee of health and safety was set up by the factory. According to site observation by auditor and risk assessment records, the highest risks of health and safety in the factory were fire safety, chemical safety and mechanical safety. For fire safety, the factory ensured enough extinguishers in every workshop and fire hydrant, emergency lights and fire alarm were available in the factory. All these facilities of fire safety were checked every month and were effective during the testing on-site. For chemical safety, the factory provided secondary containment and MSDS for chemicals in chemical warehouse. For mechanism safety, all processes of operation were set up, workers were well trained to operate it correctly. According to the interviewee statement, workers understood well of the risk of mechanism and knew to wear relate personal protective equipment. The factory also set up emergency procedure and trained 2 qualified first aiders for providing the service of first aid. The first aid box was also available in every workshop. Potable water was also provided. The factory did not provide dormitory and canteen and transportation to workers. However, gaps had been identified in implementation as follows:</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂创建了员工的健康安全委员会, 按照审核员的评估及风险评估记录, 消防安全, 化学品安全和机械安全风险是工厂最大的风险。在消防安全方面, 工厂给所有车间配备了足够的消防设施, 例如灭火器, 消防栓, 消防警铃等, 并且工厂的健康安全负责人每月都会进行检查。审核时经过测试, 消防栓和消防警铃都是有效的。在化学品安全方面, 工厂给化学品仓的化学品配备了二次容器及MSDS。在机械安全方面, 工厂针对有机械安全风险的岗位都制定了相应的操作规程, 并且给员工提供了培训以防范这方面的风险。访谈员工了解操作时注意的机械安全内容以及需要佩戴个人劳保用品。在急救政策方面, 工厂制定了急救政策, 工厂给每个车间配备了药箱, 而且工厂内有2名培训合格的急救员。同时, 工厂也提供了饮用水给员工, 员工可随时喝水。工厂未提供宿舍, 餐厅和交通工具给员工。不过, 工厂在以下方面和Amfori BSCI要求尚有差距:</p> <p>7.1 - The main auditee partially respects this principle because the factory had established management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But H&S issues were identified due to management negligence. 被审核方(生产商)部分遵循该准则, 原因是工厂已建立健康安全管理体系, 包括相关法规的识别与了解, 健康安全检查, 培训等, 但是由于管理疏忽, 导致仍然有健康安全问题存在。</p> <p>7.7 - The main auditee partially respects this principle because 8 barrels of lubricating oil in injection molding workshop were not equipped with secondary container and 3 bottles of antirust oil in molding workshop were not posted effective label. 被审核方(生产商)部分遵循该准则, 原因是注塑车间使用的8桶润滑油没有二次容器, 模具车间有3瓶防锈油没有张贴合格的化学品安全标签。</p> <p>7.9 - The main auditee partially respects this principle because no PPE sign was posted at tin soldering position where PPE such as mask was used. 被审核方(生产商)部分符合该原则。原因是被审核方没有在焊锡工位需佩戴个人劳保用品如口罩的工位张贴劳保用品标识。</p> <p>7.22 - The main auditee partially respects this principle because the factory did not provide toilet paper and soap in toilet. 被审核方(生产商)部分遵循该准则, 原因是厕所里没有放置厕纸和肥皂。</p>	
Remarks from Auditee:	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 210150] Audit Date: 12/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 8. Policy of prohibiting using child labor and the saving child labor policy had been established in the factory and known by the management. The HR department was appointed to hire the new employees and the staff known the policies and the laws related child labor. The HR staff had technical ability to verify the employee's identity card. All the employees' ID copies were kept by the factory. No child labor was found in the factory.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了禁止使用童工以及童工补救的程序, 管理人员了解该政策。HR部门负责新员工的招聘, 负责招聘的人员了解相关的要求并且有能力核实员工的真实身份证。工厂保存了所有人的身份证复印件。审核中未发现童工。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 210150] Audit Date: 12/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 9. The main auditee identified the legal laws about protecting young workers according to interview with management. A risk assessment focus on health, safety and working hours were conducted. No young worker worked in the main auditee during audit.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。被审核方识别了保护青年工的法规。对青年工的健康安全, 工作时间进行了风险评估, 审核期间被审核方无青年工。</p>	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 210150] Audit Date: 12/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 10. As per interview and documents review, all workers were recruit by the auditee directly. No temporary workers or agency workers were used by factory. Labor contract was signed with the factory and provided one copy to worker. It was verified through document review, worker and management interview, no any deposit /fees required during hiring process.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。根据访谈和文件查阅, 工厂的所有员工都是工厂自己直接招聘的, 工厂没有使用临时工或劳务派遣工。工厂和员工签订劳动合同, 并提供一份副本给员工; 通过管理层及员工访谈, 文件审核得知, 员工获得工作时不需要交纳任何费用及押金。</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 210150] Audit Date: 12/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 11. The factory had a policy which prohibits forced labour. The factory did not require deposit or withhold employees' ID cards but only copies must be kept in the personnel files and the original given back to the employees. There was not any form of bonded labor observed or reported during the audit.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂建立了禁止强迫劳动的政策。工厂不需要存放或扣留员工的身份证, 但必须保留复印件在人事档案, 原件需要还给员工。在这次审核中没有发现或者得到报告强迫劳工的情况。</p>	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 210150] Audit Date: 12/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Consolidated finding: The auditee fulfils the requirement of performance area 12. Environment protection policy established by the factory. And legal required documents were obtained by the factory and provided for review. The water used by factory was come from municipal water. Water consumption was monitored once per month. The factory established policy on saving water and implemented it all the time. The water consumption records were provided for review. The factory had conducted monitor for the waste gas, the monitor report showed it met legal requirement. The factory had transferred hazardous waste to licensed vendor for dispose. 综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂有建立环保政策。工厂获得了法规要求的相关文件并有提供作为审核依据。工厂主要使用当地市政提供的自来水。工厂制定了节约用水政策并且正在实施, 而且工厂每个月均记录用水量。工厂有对废气进行监测, 监测报告显示结果符合法规要求。工厂有将危险废弃物转交给有资质的单位进行处理	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 210150] Audit Date: 12/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 13. The policy on anti-corruption was made by the factory, and the factory analyzed the risk of corruption and found that the process of purchase and sale might be related to corruption, so the factory arranged related training to workers. In order to verify that provided wage records were accurate and complete a variety of production / administrative and other records were cross-checked for consistency. No inconsistency could be detected with provided records. 综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂建立了反腐败的政策, 并且根据工厂分析, 工厂的采购和销售有可能涉及到腐败, 因此工厂给所有相关人员进行培训。为了验证提供文件的准确性和完整性, 对生产资料和其他文件进行了交叉验证。没有发现不一致的情况。	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	12/05/2021	210150	D	B	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



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



Photo of fire safety equipment
Evacuation staircase.JPG



Photo of the inside of the main production hall
Crushing and mixing area.JPG



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



Photo of fire safety equipment
Fire alarm bell test.JPG



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



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



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



Photo of the inside of the main production hall
injection molding.JPG



Photo first aid facilities
Eyewash facility.JPG



Photo of fire safety equipment
Fire hydrant test.JPG



Photo of the inside of the main production hall
Material warehouse-1.JPG



Photo first aid facilities
First aid kit.JPG



Photo of fire safety equipment
Firefighting facility inspection record.JPG



Photo of the inside of the main production hall
Material warehouse-2.JPG



Photo of chemical storage room (if applicable)
Chemical warehouse.JPG



Photo of fire safety equipment
Safety exit sign and emergency light.JPG



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



Photo of chemical storage room (if applicable)
Electrostatic grounding was available.JPG



Photo of non-conformity
3 bottles of anti-rust oil in molding workshop were not posted effective label.JPG



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



Photo of chemical storage room (if applicable)
MSDS.JPG



Photo of non-conformity
8 barrels of lubricating oil in injection molding workshop were not equipped with secondary contains.JPG



Photo of the inside of the main production hall
Semi-finished goods warehouse.JPG



Photo of chemical storage room (if applicable)
Safety label.JPG



Photo of non-conformity
the main addtee did not provide social insurance for workers as per legal requirement.JPG



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



Photo of fire safety equipment
Emergency light test.JPG

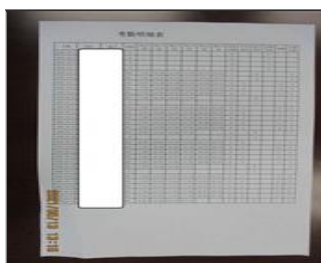


Photo of non-conformity
the monthly OT hours exceeded legal requirement. During the audit.JPG



Photo of the personal protection equipments (if applicable)
Metal shoes were provided to molding workers.JPG



Photo of fire safety equipment
Emergency assembly point.JPG



Photo of the code of conduct on display
amfori BSCI code was posted.JPG



Photo of the personal protection equipments (if applicable)
Tin soldering workers wore dustproof mask.JPG



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



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



Photo of the sanitary facilities
Potable water.JPG



Photo of fire safety equipment
Evacuation map.JPG



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



Photo of the sanitary facilities
Toilet.JPG