
Auditee :	Qingdao Justar Industry Co.,Ltd.
Audit Date From :	29/12/2016
Audit Date To :	29/12/2016
Expiry Date of the Audit :	Please refer to the producer profile in the BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Jackey Ji(Lead)
Auditing Branch (if applicable) :	Intertek North East China



BSCI Audit Summary Report

This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.
Access www.bsciplatform.org, for entitled users only.

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the FTA's consent.

This is an extract of the BSCI Audit Report, which is available in the BSCI Platform. © Foreign Trade Association (FTA), 2013 - The English version is the legally binding One.

Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A</p> <p>OUTSTANDING</p>	<p>o Minimum 7 performance area rated A</p> <p>o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></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><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>A</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>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> </table>	A	A	A	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	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing 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	A	A	A	B	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<p>B</p> <p>GOOD</p>	<p>o Maximum 3 performance area rated C</p> <p>o No performance area rated D or E</p> <p><i>These are three examples:</i></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><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>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></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>B</td><td>C</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	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	A	B	B	B	B	B	B	B	B	C																																	
B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p>C</p> <p>ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D</p> <p>o No performance area rated E</p> <p><i>These are three examples:</i></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>C</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>C</td><td>D</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>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p>D</p> <p>INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></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>D</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>D</td><td>E</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>D</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	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	A	D	D	D	D																																	
A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p>E</p> <p>UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></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><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><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><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	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	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	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	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Main Auditee Information



Name of producer :	Qingdao Justar Industry Co.,Ltd.		
DBID number :	365150		
Audit ID :	72562		
Address :	No.618 Qingshan Road, Licang District, Qingdao City, Shandong Province, China		
Province :	Shandong	Country :	China
Management Representative :	Shengguo Zhang		
Contact person:	Shengguo Zhang	Sector :	Non-Food
Industry Type :	Accessories	Product group :	other accessories (please specify)
Product Type :	Weaving products and wooden box		

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
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 : 29/12/2017

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	A	A	A	B	D	B	A	A	A	A	C	A

Executive summary of audit report

- In view of the facilities, the facility consists of one 2-storey building used as office, and two flat buildings used as workshop and warehouse. In addition, one 2-storey building was idle. No dormitory, canteen or kitchen was provided in the facility. The facility business license number was 371721200000172.
- 12 months and 28 days' (from December 1, 2015 to December 28, 2016) electronic attendance records and 12 months' payroll records (from December 2015 to November 2016) were provided for review.
- 8 samples were selected from November 2016 (current month), July 2016 (random month) and June 2016 (random month) respectively.
- The local minimum wage standard is set at RMB 1390 per month equivalent to RMB 7.99 per hour (1390/21.75/8) since June 1, 2016, and RMB 1300 per month equivalent to RMB 7.47 per hour (1300/21.75/8) from March 1, 2015 to May 31, 2016.
- According to the attendance records provided by the facility:
 - In November 2016 (current month), the average number of hours worked in a week for all 8 selected samples were 54 hours (40 hours as normal weekly working hours and 14 hours as overtime hours per week). Maximum working hour per week was 54 hours (all 8 randomly selected employees). And maximum working hours per day was 9 hours (8 hours as regular working hours and 1 hour as overtime hour) (all 8 randomly selected employees), maximum overtime hours in the month was 58 hours (all 8 randomly selected employees).
 - In July 2016 (random month), the average number of hours worked in a week for all 8 selected samples were 54 hours (40 hours as normal weekly working hours and 14 hours as overtime hours per week). Maximum working hour per week was 54 hours (all 8 randomly selected employees). And maximum working hours per day was 9 hours (8 hours as regular working hours and 1 hour as overtime hour) (all 8 randomly selected employees), maximum overtime hours in the month was 66 hours (all 8 randomly selected employees).
 - In June 2016 (random month), the average number of hours worked in a week for all 8 selected samples were 54 hours (40 hours as normal weekly working hours and 14 hours as overtime hours per week). Maximum working hour per week was 54 hours (all 8 randomly selected employees). And maximum working hours per day was 9 hours (8 hours as regular working hours and 1 hour as overtime hour) (all 8 randomly selected employees), maximum overtime hours in the month was 57 hours (all 8 randomly selected employees).

Ratings Summary



Auditee's background information			
Auditee's name :	Qingdao Justar Industry Co.,Ltd.	Legal status :	Limited Company
Local Name :	青岛吉仕达工贸有限公司	Year in which the auditee was founded :	2007
Address :	No.618 Qingshan Road, Licang District, Qingdao City, Shandong Province, China	Contact person (please select) :	Shengguo Zhang
Province :	Shandong	Contact's Email :	admin@qdjustar.com
City :	Qingdao	Auditee's official language(s) for written communications :	Chinese (Putonghua)
Region :	North East Asia	Other relevant languages for the auditee :	Not applicable
Country :	China	Website of auditee (if applicable) :	www.qdjustar.com
GPS coordinates :	Not provided	Total turnover (in Euros) :	410000.00
Sector :	Non-Food	Of which exports % :	80.00
Industry :	Accessories	Of which domestic market % :	20.00
If other, please specify :		Production volume :	2.5 containers per month
Product Group :	other accessories (please specify)	Production cost calculation :	No
If other, please specify :	Weaving products and wooden box	Lost time injury calculation cost :	No
Product Type :	Weaving products and wooden box		

Auditee's employment structure at the time of the audit			
Total number of workers :	23	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	19	4	
Temporary workers	0	0	
In management positions	4	0	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	19	4	
Production based workers	15	4	
With shifts at night	0	0	
Unionised	19	4	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 72562] Audit Date: 29/12/2016 PA Score: D

Deadline date:28/03/2017

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

Auditor noted that the auditee had appointed a senior manager to ensure that the BSCI values and principles are followed in a satisfactory manner, had a good overview of the significant business partners and their level of alignment with BSCI Code of conduct. But based on satisfactory evidence, the main auditee partially respects this principle, because:

审核员发现被审核方已委派高级经理以确保充分遵循BSCI价值和原则要求,对主要商业伙伴及其遵守BSCI行为守则的水平有一个较好的理解。但基于令人满意的证据,被审核方部分尊重了BSCI的本条原则,原因是:

- 1.1 - The auditee did not have an effective management system regarding Workers Involvement and Protection, Fair remuneration, Decent Working Hours, Occupational health and safety, Protection of the Environment and Ethical Business Behaviour. Through document review, auditor found that the auditee did not have an effective management system regarding fair remuneration, Decent Working Hours, Occupational health and safety, Protection of the Environment and Ethical Business Behavior. (Details please refer to Performance 2, 5, 6, 7, 12, 13 respectively). It partially respects BSCI Performance area 1: Social Management System 1.1.

被审核方缺乏对工资,工时,健康安全,环境保护以及商业道德行为的有效管理。通过文件审核,审核员发现被审核方缺乏对工人的参与和保护,工资,工时,健康安全,环境保护以及商业道德行为的有效管理。(详细分别见第2, 5, 6, 7, 12, 13部分)。这部分尊重绩效区域#1-社会责任管理体系1.1的要求。

- 1.4 - The auditee's workforce capacity is not properly organized to meet the expectations of the delivery order or contracts. Through document review, auditor found that the auditee's workforce capacity is not properly organized to meet the expectations of the delivery order or contracts. For example, the finding 'Monthly overtime hours exceed 36 hours' was found in this audit. It does not respect BSCI Performance area 1: Social Management System 1.4.

被审核方没有合理的组织人力资源以满足订单和合同的要求。通过文件审核,审核员发现被审核方没有合理的组织人力资源以满足订单和合同的要求。例如,月加班时间超过三十六小时的问题在本次审核中被发现。这尚未尊重绩效区域#1-社会责任管理体系1.4的要求。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 72562] Audit Date: 29/12/2016 PA Score: A

Deadline date:28/03/2017

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The facility established goods management practices which involve workers and representative in sound information exchange on workplace issues. Workers and representative could express any suggestion or complaint through suggestion box without any retaliation. According to the grievance record, there was no any complaint in the last one year. And through interview with workers, they were satisfied with facility management. But based on satisfactory evidence, the main auditee partially respects this principle, because:

企业建立了良好的管理实践,员工与员工代表就工作场所的情况可以进行良好沟通。员工与员工代表可以通过意见箱提出意见或投诉,不会遭受打击报复。在过去一年内,无员工进行过申诉。并且,通过员工访谈,员工对企业管理人员感到满意,但是基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因如下:

- 2.5 - The facility had established a grievance procedure, but it did not define a person responsible for its administration and the facility did not publish the grievance reporting hot line or email. It partially respects the Performance area 2.5.

企业建立了文件化的申诉制度,但是其没有规定具体的负责人,也没有公告其联系方式,如电话或邮箱等。其部分尊重绩效区域2.5。

Remarks from Auditee:

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

Full Audit [Audit Id - 72562] Audit Date: 29/12/2016 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The policy concerning freedom of association was established in the facility. The facility respected and protected the employees' right of association. No bad influence would be imposed on employees if they choose to organize a employee committee. No deviation was observed in this PA.

企业建立了自由结社制度;企业尊重员工自由结社的权利。员工不会因为加入员工委员会而受到不良影响。该绩效区未发现不符合项

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 72562] Audit Date: 29/12/2016 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The facility had established a written policy concerning discrimination. No evidence was found that the facility discriminated in its hiring, salary, benefits etc. on the basis of personal characteristics, gender, race, religion, age, disability, ethnic origin, caste, political opinion and sexual orientation. All interviewed employees stated that they were treated equally. No deviation was observed in this PA. 企业建立了禁止歧视的制度, 没有迹象显示企业在招聘、薪资、福利待遇等方面因为个性、性别、种族、宗教信仰、年龄、残疾、籍贯、社会地位、政治派系和性取向灯方面而受到歧视。所有被访谈的员工均表示他们被公平对待。该绩效区域未发现不符合项	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 72562] Audit Date: 29/12/2016 PA Score: B	Deadline date:28/03/2017
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The auditee complies with the government's minimum wage legislation, paid wage in a timely manner, regularly and fully in legal tender and the level of wages reflects the skills and education of workers. But based on satisfactory evidence, the main auditee partially respects this principle, because: 被审核方遵循政府的最低工资法规, 按时、定期并以法定货币全额支付工资, 工资水平反映出工人的技能和教育水平。但是基于令人满意的证据, 被审核方部分尊重BSCI的本条原则, 原因是: 5.4 - The auditee did not aware of living wage, identify the gap between actual remuneration and fair remuneration and potential actions to fill the gaps. It partially respects BSCI Performance area 5: Fair Remuneration 5.4. 被审核方尚未识别生活工资, 没有识别实际薪酬和公平薪酬的差距以及满足差距的可能措施。 这部分尊重绩效区域#5 合理的薪酬 5.4。 5.5 - Insufficient social insurance participated. Through document review, auditor found that in the facility there were 23 employees in December 2016. However, only 8 employees had participated in employment injury insurance, basic medical insurance, basic endowment insurance, unemployment insurance and maternity insurance. It does not respect BSCI Performance area 5: Fair Remuneration 5.5, and does not comply with requirement of Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state. 未全员参加社会保险。通过文件审核, 审核员发现在2016年12月被审核方有23名员工, 仅有8名员工参加养老保险, 医疗保险, 工伤保险, 生育保险和失业保险。 这尚未尊重绩效区域#5-合理的薪酬 5.5, 且尚未符合《中华人民共和国社会保险法》第十条, 职工应当参加基本养老保险, 由用人单位和职工共同缴纳基本养老保险费。第二十三条, 职工应当参加职工基本医疗保险, 由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条, 职工应当参加工伤保险, 由用人单位缴纳工伤保险费, 职工不缴纳工伤保险费。第四十四条, 职工应当参加失业保险, 由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条, 职工应当参加生育保险, 由用人单位按照国家规定缴纳生育保险费, 职工不缴纳生育保险费。	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 72562] Audit Date: 29/12/2016 PA Score: D	Deadline date:28/03/2017
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The facility used electronic attendance records system to record employee attendance situation. Some records such as daily production records, products delivery in and out records, inspection records and etc. had been reviewed, those records matched with the attendance records, meanwhile through employee interview, no inconsistency was found. The working hours and wages could be verified in current assessment. The normal working hours are 8 hours per day from Monday to Friday and 40 hours per week, which was in compliance with law. But based on satisfactory evidence, the main auditee partially respects this principle, because: 企业使用电子考勤系统记录员工出勤情况, 通过查看生产记录, 如出入库单、日报表、检验记录等, 这些记录与考勤记录相吻合, 没有发现不一致的日期。企业的工作时间和工资可以验证。正常工作时间为自周一至周五每天8小时每周40小时, 符合法律规定。但是基于令人满意的证据, 被审核方部分尊重了BSCI的本条原则, 原因是: 6.2 - Overtime hours exceeded the legal requirement. Through document review, auditor found that in November 2016 (current month), the monthly overtime hours of 8 out of 8 randomly selected employees were 58 hours; in July 2016 (random month), the monthly overtime hours of 8 out of 8 randomly selected employees were 66 hours; in June 2016 (random month), the monthly overtime hours of 8 out of 8 randomly selected employees were 57 hours. It does not respect BSCI Performance area 6: Decent Working Hours 6.2, and does not comply with requirement of PRC Labour Law article 41. The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours. 加班时间超过法规要求。通过文件审核, 审核员发现在2016年11月份(当前月), 随机抽取8名员工中8名员工的月加班时间为58小时;在2016年7月份(随机月), 随机抽取8名员工中8名员工的月加班时间为66小时;在2016年6月份(随机月), 随机抽取8名员工中8名员工的月加班时间为57小时。 这尚未尊重绩效区域#6-体面工作时间6.2, 且尚未符合《中华人民共和国劳动法》第41条, 用人单位由于生产经营需要, 经与工会和劳动者协商后可以延长工作时间, 一般每日不得超过一小时;因特殊原因需要延长工作时间的, 在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时, 但是每月不得超过三十六小时。	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 72562] Audit Date: 29/12/2016 PA Score: B

Deadline date:28/03/2017

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

1. General Health and Safety management - one manager is appointed as Health and Safety representative for the site. Potable water was freely available in all areas. Sufficient toilets segregated by gender were available at all times to employees. Ventilation, temperature and lighting were adequate for the most production processes. 2. Fire Safety - There were at least 2 exits from each work area and these were clearly marked. Firefighting equipment was adequate and checks were up-to-date. Evacuation maps were posted in all areas and understood by all employees interviewed. Fire drills were organized twice a year. 3. Electrical safety - All electrical equipment was maintained in good condition such as sockets, plugs, switches and main fuse boards. 4. Medical services - There were adequate first aid kits in each area and all of them were well stocked. - There were 3 qualified first aiders in the facility, whose certificates were provided for review. But based on satisfactory evidence, the main auditee partially respects this principle, because:

1. 一般健康和安全管理——一名经理被任命为健康安全代表。饮用水是免费提供的。提供了不同性别使用的洗手间，员工随时可以使用。通风、温度和照明是足够的。2. 消防安全——每个工作区域至少有2出口，且有安全出口标志。灭火设施是足够的且有效的。疏散图张贴在所有区域。消防演习每年组织两次。3. 电气安全——所有电气设备保持完好如插座、插头、开关和保险丝。4. 医疗服务——在每个区域有足够的急救药箱且装有足够的急救药品。企业有3名有资质的急救员，且提供了其证书供审核。但是基于令人满意的证据，被审核方部分尊重基本原则，因为：

7.1 - 7.1.1 No occupational health examination was provided to employees engaged in post with occupational disease hazards. During facility tour, auditor found that 1 employees in machining workshop contacted with hazardous factors about dust and noise, 3 employees in polishing workshop contacted with hazardous factor about dust, and 2 employees in paint spraying workshop contacted with hazardous factor about chemicals such as paint. However, no periodic occupational health examination reports which required by law for these employees were provided for review.

It partially respects BSCI Performance area 7: Occupational Health and Safety 7.1, and does not comply with requirement of PRC Law of Prevention and Control of Occupational Diseases article 36, the employer shall conduct regular occupational health examination for those laborers who are engaged in using or contacting noxious articles in their working process as required by medical administrative department under the State Council. The occupational health examination should be conducted before laborers start to take work post, in the course of the work post and after leave the work post and employer should inform the laborers of the result of the occupational health examinations. The expense of the occupational health examination should be borne by employers. Employer should not arrange laborers without the occupational health examination to be engaged in the work with using or contacting noxious articles, or laborers with any occupational prohibitions to be engaged in the prohibited work from them. Once the occupational health examination indicates that employee is suffering from the occupational disease in relation to his or her occupation, the employer shall transfer such a laborer out of his or her original work post, and allocate him or her in a proper way. Employer should not rescind or terminate the contracts signed with those employees without the occupational health examination at time of leaving the work post.

7.1.2. No qualification certificate for the principal in charge and persons for the management of work safety in the facility. During document review, auditor found that the auditee did not obtain the qualification certificate of the principal in charge and persons for the management of work safety for review.

It partially respects BSCI Performance area 7: Occupational Health and Safety 7.1, and does not comply with requirement of Law of the PRC on Work Safety Article 24, The principal in charge and persons for the management of work safety in production and business entities have to have the knowledge about work safety and the competence for the management, which are commensurate with the production and business activities of these entities. The principal in charge and persons for the management of work safety in production and business entities that produce, trade or store hazardous articles, and mines, metal smelting, building construction, and road transport shall only be appointed to the posts after they pass the examinations in their knowledge about work safety and their competence in the management conducted by the competent departments for work safety supervision and administration. No fees shall be charged for taking such examinations. Entities that produce or store hazardous articles, and mines, metal smelting shall have certified safety engineer to work on the management of work safety.

7.1.1 被审核方没有为部分从事职业性危害作业的员工提供职业健康检查。在现场巡查时，审核员发现机加工车间1名员工接触职业危害因素粉尘和噪音，打磨车间3名员工接触粉尘，喷漆车间2名员工接触化学品如油漆。但是，企业未能提供上述员工按法规要求的定期职业健康检查报告供审核员审阅。

这部分尊重绩效区域#7-职业健康与安全7.1，且尚未符合《中华人民共和国职业病防治法》第三十六条，对从事接触职业病危害的作业的劳动者，用人单位应当按照国务院卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查，并将检查结果如实告知劳动者。职业健康检查费用由用人单位承担。用人单位不得安排未经上岗前职业健康检查的劳动者从事接触职业病危害的作业；不得安排有职业禁忌的劳动者从事其所禁忌的作业；对在职业健康检查中发现有与所从事的职业相关的健康损害的劳动者，应当调离原工作岗位，并妥善安置；对未进行离岗前职业健康检查的劳动者不得解除或者终止与其订立的劳动合同。

7.1.2 被审核方主要负责人和安全生产管理人员未取得资格证书。在文件审核时，被审核方没有获得该企业主要负责人和安全生产管理人员的资格证书供审阅。这部分尊重绩效区域#7-职业健康与安全7.1，且尚未符合《中华人民共和国安全生产法》第二十四条，生产经营单位的主要负责人和安全生产管理人员必须具备与本单位所从事的生产经营活动相应的安全生产知识和管理能力。危险物品的生产、经营、储存单位以及矿山、金属冶炼、建筑施工、道路运输单位的主要负责人和安全生产管理人员，应当由主管的负有安全生产监督管理职责的部门对其安全生产知识和管理能力考核合格。考核不得收费。危险物品的生产、储存单位以及矿山、金属冶炼单位应当有注册安全工程师从事安全生产管理工作。

7.2 - No compulsory worked injury insurance schemes for some employees. Through document review, auditor found that in December 2016 there were 23 employees in the auditee currently. However, only 8 employees had participated in employment injury insurance.

It partially respects BSCI Performance area 7: Occupational Health and Safety 7.2, and does not comply with requirement of Social Insurance Law of the People's Republic of China. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees.

部分员工没有工伤保险项目。通过文件审核，审核员发现在2016年12月被审核方有23名员工，仅8名员工参加工伤保险。这部分尊重绩效区域#7-职业健康与安全7.2，且尚未符合《中华人民共和国社会保险法》第三十三条，职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。

7.3 - The OHS risk assessments did not include the risk of some vulnerable employees. During document review, auditor found that the auditee had conducted the OHS risk assessments, but OHS risk assessments did not include migrant employees and juvenile employee. It partially respects BSCI Performance area 7: Occupational Health and Safety 7.3.

被审核方的职业健康和安全风险评估没有包括部分弱势员工。在文件审核时，被审核方进行了职业健康和安全风险评估，但是评估没有包括外地员工和未成年工。这部分尊重绩效区域#7-职业健康与安全7.3。

7.6 - Employees did not properly wear PPE (Personal Protective Equipment). During facility tour, auditor found that 1 employee working in the paint spraying workshop did not wear rubber gloves and goggles which was provided by facility, only wear the normal cotton gloves.

It partially respects BSCI Performance area 7: Occupational Health and Safety 7.6, and does not comply with requirement of Law of the PRC on Work Safety article 42, manufacturing units shall provide personal protective equipment to employees. Manufacturing units shall supervise and train employees to ensure they properly wear and use the personal protective equipment.

员工未按要求佩戴劳动防护用品。在现场巡查时，审核员发现在喷漆车间的1名喷漆员工没有佩戴被审核方提供的橡胶手套和护目镜，仅使用了普通棉手套。这部分尊重绩效区域#7-职业健康与安全7.6，且尚未符合《中华人民共和国安全生产法》第42条，生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品，并监督、教育从业人员按照使用规则佩戴、使用。

7.7 - 7.7.1 Safety facilities for hazardous chemicals were not compliant with legal requirement. During facility tour, auditor found that the hazardous chemicals such as paint were used in the facility, but the safety facilities such as protection dams for the hazardous chemicals was insufficient.

It partially respects BSCI Performance area 7: Occupational Health and Safety 7.7, and does not comply with requirement of Regulations on the Safety Management of Dangerous Chemicals article 20, The units producing, storing dangerous chemicals shall, according to the categories and hazardous characteristics of the dangerous chemicals they producing, storing, set up the corresponding safety facilities and equipments for monitoring, aeration, protection against exposure to sun, temperature adjusting, fireproof, fire fighting, flameproof, pressure discharging, prevention of toxicants, neutralization, moistureproof, protection against thunder, protection against static, antiseptic, prevention of leakage, protection dams or segregated operations, etc.. In addition, the units shall carry out maintenance and caring regularly according to the national standards, industrial standards or the relevant provisions of the State, thus to guarantee the safety operations of facilities and equipments

7.7.2 Through document review, auditor found that the facility did not provide the distribution, using or disposal records about the chemicals. It partially respects BSCI Performance area 7: Occupational Health and Safety 7.7.

7.7.1 危险化学品储存的安全设施不符合要求。在现场巡查时，审核员发现企业使用危险化学品如油漆，但危险化学品没有按要求设置防泄漏和围堰的安全措施。这部分尊重绩效区域#7-职业健康与安全7.7，且尚未符合《危险化学品安全管理条例》第二十条，生产、储存危险化学品的单位，应当根据其生产、储存的危险化学品的种类和危险特性，在作业场所设置相应的监测、监控、通风、防晒、调温、防火、防爆、泄压、防毒、中和、防潮、防雷、防静电、防腐、防渗漏以及防护围堤或者隔离操作等安全设施、设备，并按照国家标准、行业标准或者国家有关规定对安全设施、设备进行经常性维护、保养，保证安全设施、设备的正常使用。生产、储存危险化学品的单位，应当在其作业场所和安全设施、设备上设置明显的安全警示标志。

7.7.2 文件审核时，审核员发现企业没有提供化学品分配、使用和处置记录。这部分尊重绩效区域#7-职业健康与安全7.7

7.9 - No warning sign was posted in some areas with high risk. During facility tour, auditor found that there were dust and noise in the machining workshop. However, no warning sign was posted in the workshop to remind the risks of scald.

It partially respects BSCI Performance area 7: Occupational Health and Safety 7.9, and does not comply with requirement of Law of the PRC on Work Safety Article 32, manufacturing

units shall post clear warning signs wherever high-risk machines and equipments are installed.

被审核方在部分危险区域没有张贴安全警示标志。在现场巡查时, 审核员发现在机加工车间存在粉尘和噪音, 但是周围没有张贴安全警示标志。
这部分尊重绩效区域#7-职业健康与安全7.9, 且尚未符合《中华人民共和国安全生产法》第32条, 生产经营单位应当在有较大危险因素的生产经营场所和有关设施、设备上, 设置明显的安全警示标志。

7.13 - 7.13.1 No license for operators engaged in special tasks. During management interview, there was one electrician used in the facility. However, the facility could not provide the electrician certificate for review.
It partially respects BSCI Performance area 7: Occupational Health and Safety 7.13, and does not comply with requirement of the PRC Labor Law article 55, laborers engaged in special tasks must receive specialized training and acquire a license for such tasks.
7.13.2 The auditee did not assign competent person to periodically check all electrical installations and equipment. Through document review, auditor found that the auditee assigned one person to periodically check the electrical installations and equipment, but the facility could not provide the relevant electrician certificate for review. It partially respects BSCI Performance area 7: Occupational Health and Safety 7.13.
7.13.3 Electrical wires were not sleeved with nonflammable tube in warehouse. During facility tour, auditor found that electrical wires are not sleeved with metal or flame-retardant plastic pipes for protection in the semi-finished product warehouse.
It partially respects BSCI Performance area 7: Occupational Health and Safety 7.13, and does not comply with requirement of the Rules on Administration of Fire Safety in Warehouses article 40, the distribution wires in the warehouse should be placed in metal or flame-retardant plastic pipes for protection.

7.13.1 特种作业人员未持证上岗。经过管理层访谈, 企业使用了1名电工, 但无法提供其电工操作证供审阅。
这部分尊重绩效区域#7-职业健康与安全7.13, 且尚未符合《中华人民共和国劳动法》第55条, 从事特种作业的劳动者必须经过专门培训并取得特种作业资格。
7.13.2 没有指定有资质的员工定期检查全部电器设施。通过文件审核, 审核员发现被审核方指定一名员工定期检查全部电器设施, 但是企业无法提供其电工操作证供审阅。
这部分尊重绩效区域#7-职业健康与安全7.13。
7.13.3 仓库电气线路没有套管保护。在现场巡查时, 审核员发现半成品仓库的配电线路没有穿金属管或用非燃硬塑料管保护。
这部分尊重绩效区域#7-职业健康与安全7.13, 且尚未符合《仓库防火安全管理规则》第40条, 库房内敷设的配电线路, 需穿金属管或用非燃硬塑料管保护。

7.17 - Machines without protective devices. During facility tour, auditor found that no belt guard was equipped on the 3 out of 3 air compressors in the facility.
It partially respects BSCI Performance area 7: Occupational Health and Safety 7.17, and does not comply with requirement of Law of the PRC on Work Safety article 33, The design, manufacture, installation, application, inspection, maintenance, repair of and safety facilities shall comply with the national or industrial standards. Manufacturing units shall maintain and inspect the safety facilities regularly to ensure they are in good working conditions. Maintenance and inspection records should be properly maintained and assigned to relevant staff.

设备缺少安全防护装置。在现场巡查时, 审核员发现企业使用的3台空压机没有安装皮带罩。
这部分尊重绩效区域#7-职业健康与安全7.17, 且尚未符合《中华人民共和国安全生产法》第33条, 安全设备的设计、制造、安装、使用、检测、维修、改造和报废, 应当符合国家标准或者行业标准。生产经营单位必须对安全设备进行经常性维护、保养, 并定期检测, 保证正常运转。维护、保养、检测应当作好记录, 并由有关人员签字。

7.22 - During facility tour, auditor found that in the facility, the sanitary condition of toilets was poor, no private door was installed in the toilet, and no basic necessities such as toilet paper and soap were provided in the toilet.
It partially respects BSCI Performance area 7: Occupational Health and Safety 7.22.

在现场巡查时, 审核员发现企业厕所卫生条件比较差, 没有安装隐私门, 也没有提供必需品如卫生纸和肥皂。
这部分尊重绩效区域#7-职业健康与安全7.22。

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 72562] Audit Date: 29/12/2016 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The auditee does not engage in illegal child labour directly or indirectly, had established robust age-verification mechanisms as part of the recruitment process, which may not be in any way degrading or disrespectful to the worker, had adequate policies and procedures in writing toward protecting children from any kind of exploitation, had adequate and remedial policies and procedures to provide for further protection in case children are found to be working. No deviation was observed in this PA.

被审核方未直接或间接与非童工订立合约, 确立了不会以任何方式贬低或不尊重工人的稳健年龄核实机制构成了招聘流程的一部分, 具备保护儿童免受任何剥削的充分书面政策和程序, 具备充分的改善政策和程序, 以便在发现儿童工作时为其提供进一步保护。该绩效区未发现不符合项。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 72562] Audit Date: 29/12/2016 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

1. Through document review, the facility had established a written policy concerning protection of juvenile employees. 2. Through document review, facility tour and employee interview, no juvenile employee was used in the facility. No deviation was observed in this PA.

1.通过文件审核企业建立了未成年工保护政策。2.通过文件审核、现场走访和员工访谈, 企业没有使用未成年工。该绩效区未发现不符合项。

Remarks from Auditee:

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 72562] Audit Date: 29/12/2016 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

1. Through document review and employee interview, the facility signed labor contracts with all permanent employees in the facility within one month to comply with the law. No apprentices and probationary workers were hired in the facility. 2. Through document review, the content of all employees labor contracts was complete, which included all the clauses required by law, such as the time limit for the employment contract, the work time, rest and vacation, the remunerations, the social security, etc. 3. Through document review and employee interview, the labor contracts were in local language (Chinese) and all employees could understand it. The facility signed employment contracts with all employees and provided a copy of the signed contract to each of them. No deviation was observed in this PA.

1.通过文件审核和员工访谈,企业与员工在入职一个月内签订了劳动合同,企业没有学徒工和实习工。2.通过文件审核,员工的劳动合同内容是完整的,包括了所有法律要求的项目,如合同期限、工作时间、休息和假日,工资报酬,社会福利等等。3.通过文件审核和员工访谈,合同是中文的,所有员工都能看懂,企业与所有员工均签订了劳动合同且提供了副本给员工。该绩效区未发现不符合项。

Remarks from Auditee:

Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 72562] Audit Date: 29/12/2016 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

1. Through document review, the facility had established a written policy that prohibits any forms of forced labor, which included Debt bondage, indentured, slave labor or prison labor and etc. 2. Through employee interview, all employees were hired on a voluntary basis. The employees can choose the position and terminate the working relationship on their own will. No evidence of any forms of force labor, such as Debt bondage, indentured, slave labor or prison labor were found in the facility. 3. Through employee interview, they stated that they were not required to pay pre employment fees or deposits to the facility. They stated that their wages were paid on time at or before 15th of every month. No wages were withheld by the facility. they stated that they were not working under threat of penalty. Managers were kind to them. They were never fined by the facility and the facility had no fine policy. They were allowed to leave during work hours under reasonable circumstances, such as for personal or health emergencies. No deviation was observed in this PA.

1.通过文件审核,企业建立了禁止强迫劳动的政策,包括债务工、契约工、奴隶工或监狱工等;2.通过员工访谈,所有员工是自愿被雇佣的,员工可以自愿选择岗位和终止劳动合同。没有证据显示企业在使用债务工、契约工、奴隶工或监狱工等。3.通过员工访谈,他们表示他们没有要求缴纳押金。工资及时发放,每月15号左右支付工资。没有被罚款过,企业也没有罚款政策。合理的情况下可以离开工作岗位,如因为个人原因。该绩效区未发现不符合项。

Remarks from Auditee:

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 72562] Audit Date: 29/12/2016 PA Score: C	Deadline date:28/03/2017
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT:	
<p>1. The auditee had established the procedure to identify environmental regulations and laws and had continuously identified the environmental regulations and laws. 2. The self-assessment for environmental impacts was conducted. But based on satisfactory evidence, the main auditee partially respects this principle, because:</p>	
12.1 -	<p>1. 企业建立了环境法律法规的识别机制并持续识别收集了相关法律法规。2. 执行环境影响自我评估。但是基于令人满意的证据, 被审核方部分尊重BSCI的本条原则, 原因是:</p> <p>The auditee did not have grievance mechanism in place to address the environmental concerns of surrounding communities. Through document review, the auditee did not have grievance mechanism in place to address the environmental concerns of surrounding communities. It partially respects the Performance Area 12: Protection of the Environment 12.1.</p> <p>被审核方没有建立有关周围社区环境问题的申诉机制。通过文件审核, 审核员发现被审核方没有建立有关周围社区环境问题的申诉机制。其部分尊重绩效区域#12-环境保护12.1。</p>
12.3 -	<p>12.3.1 No environmental protection acceptance checks report for completed construction project was provided. During auditee tour, auditor found that the products in the auditee are wooden box and weaving box, and the main processes for wooden box are machining, polishing, paint spraying, inspection and packing; the main processes for weaving box are weaving, inspection and packing. Waste gas and hazardous waste generated from manufacturing would cause influence on the environment. However, during document review, the auditee could not provide the environmental protection acceptance check approval for their construction project for review.</p> <p>It partially respects BSCI Performance area 12: Protection of the Environment 12.3, and does not comply with requirement of the Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17, For construction units accord with the acceptance check conditions prescribed in Article 16, competent departments of environmental protection administration shall approve the application report of environmental protection acceptance check, application form of environmental protection acceptance check or registration card of environmental protection acceptance check. For construction projects with a registration card of environmental protection acceptance check upon completion of project completed, competent departments of environmental protection administration shall, after checking, give the opinions on the registration card of environmental protection acceptance check and make approval decisions. Construction projects without official approval on the application report, application form or registration card of environmental protection acceptance check upon completion of projects shall not be put into production or use.</p> <p>12.3.2 The auditee did not perform monitoring tests for pollutants. During facility tour, auditor found that the waste gas was generated from paint spraying workshop. However, the auditee could not provide monitoring report of waste gas for review.</p> <p>It partially respects BSCI Performance area 12: Protection of the Environment 12.3, and does not comply with requirement of Measures for Administration of Environmental Surveillance Article 21 A discharging unit shall self-monitor the situation of pollutant discharge according to the requirements of environmental protection departments above county level and the technical manual of state environmental surveillance. If a discharging unit, conforming to technical manual of state environmental surveillance, is inspected by the environmental surveillance institution under the environmental protection department above county level to meet the requirements on capability and technical conditions, its surveillance data can be used as the basis for identification of the varieties and quantities of pollutants discharged. A discharge unit, without ability for environmental surveillance, shall commission an environmental surveillance institution under the environmental protection department or environmental surveillance institution identified by the environmental protection department at provincial level for surveillance; expenditure of the surveillance performed by an environmental surveillance institution after accepting the commission should be borne by the commissioning party, in accordance with the relevant state regulations. An environmental surveillance institution identified by the environmental protection department at provincial level refers to an institution engaged in environmental surveillance but not under an environmental protection department, which can voluntarily apply to an environmental protection department at provincial level of the locality for the identification that it obtains the appropriate capability of environmental surveillance; if recognized to be qualified, the institution can be regarded as an environmental surveillance institution identified by the environmental protection department at provincial level. An environmental surveillance institution identified by the environmental protection department at provincial level should accept supervision and inspection by the environmental surveillance institution under the environmental protection department of the locality.</p> <p>12.3.1 被审核方没有提供建设项目环境保护竣工验收。在现场巡查时, 审核员发现被审核方生产的产品为木盒和编织品, 木盒主要工序为机加工, 打磨, 喷漆, 检验和包装; 编织品主要工序为编织, 检验, 包装, 生产过程中产生的废气及危险废弃物会对环境造成影响。但在文件审核中, 被审核方无法提供该建设项目的环境保护竣工验收报告供审阅。</p> <p>这部分尊重绩效区域#12-环境保护12.3, 且尚未符合《建设项目竣工环境保护验收管理办法》第十七条, 对符合第十六条规定的验收条件的建设项目, 环境保护行政主管部门批准建设项目竣工环境保护验收申请报告、建设项目竣工环境保护验收申请表或建设项目竣工环境保护验收登记卡。对填报建设项目竣工环境保护验收登记卡的建设项目, 环境保护行政主管部门经过核查后, 可直接在环境保护验收登记卡上签署验收意见, 作出批准决定。建设项目竣工环境保护验收申请报告、建设项目竣工环境保护验收申请表或者建设项目竣工环境保护验收登记卡未经批准的建设项目, 不得正式投入生产或者使用。</p> <p>12.3.2 被审核方没有对污染物的排放进行监测。在现场巡查时, 审核员发现喷漆车间产生废气, 但是被审核方无法提供废气监测报告供审核员审阅。</p> <p>这部分尊重绩效区域#12-环境保护12.3, 且尚未符合《环境监测管理办法》第21条, 排污者必须按照县级以上环境保护部门的要求和国家环境监测技术规范, 开展排污状况自我监测。排污者按照国家环境监测技术规范, 并经县级以上环境保护部门所属环境监测机构符合部门规定的能要求和技术条件的, 其监测数据作为核定污染物排放种类、数量的依据。不具备环境监测能力的排污者, 应当委托环境保护部门所属环境监测机构或者经省级环境保护部门认定的环境监测机构进行监测; 接受委托的环境监测机构所从事的监测活动, 所需经费由委托方承担, 收费标准按照国家有关规定执行。经省级环境保护部门认定的环境监测机构, 是指非环境保护部门所属的、从事环境监测业务的机构, 可以自愿向所在地省级环境保护部门申请证明其具备相适应的环境监测业务能力认定, 经认定合格者, 即为经省级环境保护部门认定的环境监测机构。经省级环境保护部门认定的环境监测机构应当接受所在地环境保护部门所属环境监测机构的监督检查。</p>
12.4 -	<p>12.4.1 Hazardous wastes were stored inappropriately. During facility tour, auditor found that the facility stored hazardous wastes at open area without any protective measure, such as waste empty painting containers were generated from paint spraying workshop.</p> <p>It does respect BSCI Performance area 12: Protection of the Environment 12.3, and does not comply with requirement of Standard for Pollution Control on Hazardous Waste Storage GB 18597-20016.2.4, sites for storage of containers for liquid and semi-solid hazardous wastes must have corrosion-resistant hardened ground, without cracks on the surface. 6.2.5 Aprons for blocking leakage shall be designed. The volumetric capacity of the ground and aprons shall be no less than the maximum capacity of the largest container or 1/5 of total load of the stored chemicals. 6.3.9 The piles of hazardous wastes should be able to resist wind, rain and sunrays.</p> <p>12.4.2 Hazardous wastes were mixed with non-hazardous wastes. During facility tour, auditor found that the facility's hazardous wastes were mixed with non-hazardous wastes for storage, such as waste empty painting containers generated from paint spraying workshop stored with normal solid waste.</p> <p>It does not respect BSCI Performance area 12: Protection of the Environment 12.3, and does not comply with requirement of the PRC Law of Prevention and Treatment of Environmental Pollution by Solid Wastes Article 58, the collection and storage of hazardous wastes shall be classified according to the traits of the hazardous wastes. It is prohibited to collect, store, transport and dispose of hazardous wastes that are mutually incompatible and have not received safety treatment. It is prohibited to mix hazardous wastes with non-hazardous wastes for storage.</p> <p>12.4.3 No label for hazardous wastes storage places. During facility tour, auditor found that storage places of hazardous wastes such as waste empty painting containers without label.</p> <p>It does not respect BSCI Performance area 12: Protection of the Environment 12.3, and does not comply with requirement of the PRC Law of Prevention and Treatment of Environmental Pollution by Solid Wastes Article 52, identification signs of hazardous wastes shall be set up for containers and packing materials of hazardous wastes as well as the facilities and places for the collection, storage, transportation and disposal of hazardous wastes.</p> <p>12.4.1 危险废物储存不符合要求。在现场巡查时, 审核员发现企业直接将危险废物存放在露天地面上, 例如喷漆车间产生的废空油漆桶等。</p> <p>这尚未尊重绩效区域#12-环境保护12.4, 且尚未符合《危险废物贮存污染控制标准》GB 18597-2001 6.2.4, 用以存放装载液体、半固体危险废物容器的地方, 必须有耐腐蚀的硬化地面, 且表面无裂隙。6.2.5 应设计堵截泄漏的裙脚, 地面与裙脚所围建的容积不低于堵截最大容器的最大储量或总储量的五分之一。6.3.9 危险废物堆要防风、防雨、防晒。</p> <p>12.4.2 危险废物与一般废物混合贮存。在现场巡查时, 审核员发现企业的危险废物混入非危险废物中贮存, 例如喷漆车间产生的废油漆空桶与普通垃圾桶存在一块。这尚未尊重绩效区域#12-环境保护12.4, 且尚未符合《中华人民共和国固体废物污染环境防治法》第58条, 收集、贮存危险废物, 必须按照危险废物特性分类进行。禁止混合收集、贮存、运输、</p>

处置性质不相容而未经安全性处置的危险废物。禁止将危险废物混入非危险废物中贮存。
12.4.3 危险废物贮存场所没有设置识别标志。在现场巡查时, 审核员发现企业贮存危险废物的场所(包括废化学品空桶)没有设置任何危险废物识别标志。这尚未尊重绩效区域#12-保护环境12.4, 且尚未符合《中华人民共和国固体废物污染环境防治法》第52条, 对危险废物的容器和包装物以及收集、贮存、运输、处置危险废物的设施、场所, 必须设置危险废物识别标志。

Remarks from Auditee:

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 72562] Audit Date: 29/12/2016 PA Score: A

Deadline date:28/03/2017

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The auditee had actively opposed any act of corruption, extortion or embezzlement, or in any form of bribery in its activities as a business enterprise; The facility kept accurate information regarding its own activities, structure and performance. The auditee had established procedure to collect, uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. But based on satisfactory evidence, the main auditee partially respected this principle, because:

被审核方积极反对在其企业活动中出现的任何贪污、勒索或挪用行为、或任何贿赂形式。企业保留了关于其活动、架构和绩效的准确信息。被审核方已经建立程序以按照隐私和信息安全法和监控要求收集、使用和进行合理谨慎的处理。但是基于令人满意的证据, 被审核方部分尊重BSCI的本条原则, 原因是:

- 13.1 -** No identify the situations and activities that may occur in the case of corruption, extortion or bribery, and no related training was provided to high risk employees. Through document review, the auditee did not identify the situations and activities that may occur in the case of corruption, extortion or bribery, and no related training was provided to high risk employees. It partially respects BSCI Performance area 13: Ethical Business Behaviour 13.1

没有识别可能发生贪污、勒索或贿赂行为的情形和活动。通过文件审核, 审核员发现被审核方没有识别可能发生贪污、勒索或贿赂行为的情形和活动。这部分尊重绩效区域#13-商业道德行为13.1。

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	29/12/2016	72562	D	A	A	A	B	D	B	A	A	A	A	C	A	C

Producer Photos



External photo(s) of the production unit(s)
Facility address.jpg



Photo of the inside of the main production hall
Fire alarm.jpg



Photo of the inside of the main production hall
Safety exit sign and emergency light.jpg



External photo(s) of the production unit(s)
Facility gate.jpg



Photo of the inside of the main production hall
Fire extinguishers.jpg



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



External photo(s) of the production unit(s)
Facility name.jpg



Photo of the inside of the main production hall
Fire hydrant.jpg



Photo of the inside of the main production hall
Weaving.jpg



External photo(s) of the production unit(s)
Facility overview .jpg



Photo of the inside of the main production hall
First aid box.jpg



Photo of non-conformity
Electrical wires were not sleeved with nonflammable tube in warehouse.jpg



Photo of the inside of the main production hall
Drinking water.jpg



Photo of the inside of the main production hall
Inspection and packing.jpg



Photo of non-conformity
Employees did not properly wear PPE (Personal Protective Equipment).jpg



Photo of the inside of the main production hall
Electrical attendance machine.jpg



Photo of the inside of the main production hall
Machining.jpg



Photo of non-conformity
Hazardous wastes were stored inappropriate Hazardous wastes were mixed with non-hazardous wastes No label for hazardous wastes storage places.jpg



Photo of the inside of the main production hall
Electrical box with warning sign.jpg



Photo of the inside of the main production hall
Notice board.jpg



Photo of non-conformity
No belt guard was equipped on the air compressors.jpg



Photo of the inside of the main production hall
Evacuation plan.jpg



Photo of the inside of the main production hall
Paint spraying.jpg



Photo of non-conformity
Safety facilities for hazardous chemicals were not compliant with legal requirement.jpg



Photo of the inside of the main production hall
Eye washing station.jpg



Photo of the inside of the main production hall
Polishing.jpg



Photo of non-conformity
The sanitary condition of toilets was poor no private door was installed in the toilet and no basic necessities such as toilet paper and soap were provided in the toilet.jpg



Photo of the inside of the main production hall
Finished products.jpg



Photo of the inside of the main production hall
PPE wearing sign.jpg