
Auditee :	Zhangshu Smile Technology Co.,Ltd.
Audit Date From :	17/07/2020
Audit Date To :	17/07/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Bing Lin(Lead)
Auditing Branch (if applicable) :	SGS CHINA



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



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

Main Auditee Information



Name of producer :	Zhangshu Smile Technology Co.,Ltd.		
DBID number :	402332		
Audit ID :	186722		
Address :	10th plant, Phase 3, Pharmaceutical Industry Incubation Pioneer Park, Chengbei Economic and Technological Development Zone, Zhangshu, Yichun		
Province :	Jiangxi	Country :	China
Management Representative :	Shouren Jiang		
Contact person:	Huan Luo	Sector :	Non-Food
Industry Type :	Health Industry	Product group :	other health products (please specify)
Product Type :	tooth whitening gels, tooth whitening pastes, tooth cleaning powders, tooth whitening foams, and mouth wash		

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 : 17/07/2021	

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
<p>1. Zhangshu Smile Technology Co.,Ltd. is located at 10th plant, Phase 3, Pharmaceutical Industry Incubation Pioneer Park, Chengbei Economic and Technological Development Zone, Zhangshu, Yichun, Jiangxi, China.</p> <p>2. Auditor arrived at the factory at 9:00 AM on 17 Jul, 2020 and departed at 16:00 PM on 17 Jul, 2020.</p> <p>3. Four factory representatives attended the opening meeting and closing meeting, including Mr. Jiang Shouren / Manager, Ms. Hu Qian / Worker representative, Mr. Lu Junrong / Admin manager, Mr. Luo Huan / General manager.</p> <p>4. Auditor was allowed by the management to access the factory area and take photos.</p> <p>5. During the audit, the factory representatives and sampled workers were cooperative. The factory management demonstrated a willingness to gradually improve all issues found during the audit.</p> <p>6. The final CAP was agreed and signed by Ms. Hu Qian/Worker representative and Mr. Jiang Shouren / Manager.</p> <p>7. For working hour issue, the normal working hours were 8 hours per day, 40 hours per week. One shift was available for all workers: 8:00-12:00, 13:00-17:00. The working hours of workers were recorded by fingerprint machine. The max overtime working hours of workers were 2 hours per weekday, 14 hours per week and 62 hours per month. No overtime was arranged on statutory holiday. Workers normally worked six days per week and were rest on Sunday.</p> <p>8. For wage issue, all workers were paid by hourly rate and by cash on the 15th of next month. The minimum wage was RMB 8.45/hour. The factory paid workers with 150% and 200% of basic wage for overtime working on weekdays and weekends. Workers were paid with adequate benefit, such as statutory holiday wage, paid annual leave.</p> <p>9. The business license number was 91360982MA38DMJQ4R, effective from 7 Mar, 2019 to long term.</p> <p>10. The factory did not obtain consolidated working hours system approval.</p> <p>11. This audit was conducted by Bing Lin (RA21701723).</p> <p>12. Production process: Raw materials-Mixing-Filling-Assembling-Packing-Finished goods</p> <p>Remark:</p> <p>1. The factory rent 4F of one 4-storey production building from landlord used for production and office. The factory provided contract of tenancy for review.</p> <p>2. During the audit, no worker worked in mixing workshop. The factory explained that no job demand.</p> <p>3. Based on document review, worker interview and management interview, the factory started business on 19 Sep, 2019. So that during the audit, the factory provided attendance records from 19 Sep, 2019 to the audit day and payrolls from Sep, 2019 to Jun, 2020 for review.</p>

Ratings Summary



Auditee's background information			
Auditee's name :	Zhangshu Smile Technology Co.,Ltd.	Legal status :	Limited Company
Local Name :	樟树市斯麦德科技有限公司 (91360982MA38DMJQ4R)	Year in which the auditee was founded :	2019
Address :	10th plant, Phase 3, Pharmaceutical Industry Incubation Pioneer Park, Chengbei Economic and Technological Development Zone, Zhangshu,	Contact person (please select) :	Huan Luo
Province :	Jiangxi	Contact's Email :	397937907@qq.com
City :	Yichun	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Nil
Country :	China	Website of auditee (if applicable) :	Nil
GPS coordinates :	N28°3'46" E115°27'16"	Total turnover (in Euros) :	3800000.00
Sector :	Non-Food	Of which exports % :	80.00
Industry :	Health Industry	Of which domestic market % :	20.00
If other, please specify :		Production volume :	16500000 pcs per year
Product Group :	other health products (please specify)	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	tooth whitening gels, tooth whitening pastes, tooth cleaning powders, tooth whitening foams, and mouth wash		

Auditee's employment structure at the time of the audit		
Total number of workers :	33	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	6	27
Temporary workers	0	0
In management positions	1	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	2	2
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	4	26
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 - 186722] Audit Date: 17/07/2020 PA Score: D

Deadline date:17/07/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The auditee partially fulfilled amfori BSCI requirement of this performance area. amfori BSCI manual was writtenly established on 8 Jan, 2020. The factory had appointed Mr. Jiang Shouren / Manager as management representative to implement and maintain amfori BSCI requirement. The management representative had general understanding of amfori BSCI requirement. Internal audit was conducted on 21 Apr, 2020. The factory had identified significant suppliers and simple assessments were arranged to them annually. The auditee had requested significant suppliers to sign social accountability agreement. However, gaps have been identified in implementation:

被审核方部分符合此执行领域的要求。于2020年1月8日建立了书面的amfori BSCI管理手册。指定了江寿仁/经理作为管理者代表推行、维护amfori BSCI要求，其对amfori BSCI有基本了解。2020年4月21日进行了内审。识别出了重点商业合作伙伴，对他们进行了简单的年度评估，要求他们签署了社会责任承诺书。但是在执行的过程当中还是存在以下差距：

- 1.1 - Finding: The main auditee partially respects this principle because Mr. Jiang Shouren / Manager has been appointed to ensure that the amfori BSCI values and principles are followed in a satisfactory manner. But management system to implement the amfori BSCI Code of Conduct was not set up effectively, such as the factory didn't understand the legal requirement on working hours and compensation clearly, so it was found workers' working hours exceeded legal requirement and no sufficient social insurance systematically.
被审核方部分遵守该原则是因工厂指派经理江寿仁负责实施厂内amfori BSCI的要求。但是工厂未建立一个有效的系统实施amfori BSCI行为准则。例如工厂没有很好的理解法规关于工时和福利的要求，导致员工系统性工时超时，社保不足。
- 1.3 - Finding: The main auditee partially respects this principle because the factory had conducted social responsibility audit for suppliers regularly. But the suppliers list was not complete that did not include the packing materials suppliers.
被审核方部分遵守该原则是因工厂有定期对供应商进行社会责任审核。但是供应商清单是不完整的，没有包含包装材料的供应商。
- 1.4 - Finding: The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times. But the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement. The factory had established the calculation of production capacity procedure on 8 Jan, 2020.
被审核方部分遵守该原则是因工厂了解如何计算生产产能和订单周期，但产能分析不合理，导致员工的月加班超过法规要求。工厂已于2020年1月8日建立产能分析程序。

Remarks from Auditee:

Nil

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 186722] Audit Date: 17/07/2020 PA Score: B

Deadline date:17/08/2020

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The auditee partially fulfilled amfori BSCI requirement of this performance area. 1 worker representative was freely elected by workers on 8 Jan, 2020. All workers had received trainings about amfori BSCI COC and grievance reporting process in the past year. Workers could report their complains through suggestion box or report to supervisor / worker representative directly. Set a timeline for a week of grievance processing. No grievance was reported. Meetings between management and worker representative were held every three months. However, gaps have been identified in implementation:

被审核方部分符合此执行领域的要求。由员工在2020年1月8日自由选举了1名工人代表。最近一年内所有员工均有接受以下培训：amfori BSCI行为准则，申诉方法。工人可以通过意见箱或者直接向主管/工人代表提交意见。设置了1周的申诉处理时限。没有员工提交意见。管理层与工人代表每三个月召开会议。但是在执行的过程当中还是存在以下差距：

- 2.2 - Finding: The main auditee partially respects this principle because the factory established long term goals to protect workers according to the amfori BSCI Code of Conduct. But the factory didn't communicate the long-term goal to workers.
被审核方部分遵守该原则是因工厂根据amfori BSCI行为准则定义了长期目标来保护员工，但工厂未将建立的长期目标与员工沟通。
- 2.5 - Finding: The main auditee partially respects this principle because no grievance mechanism for communities was established in the factory, including outside stakeholders. Although the factory established written grievance mechanism for individuals in the factory.
被审核方部分遵守该原则是因工厂仅建立了与厂内员工的申诉机制，但未建立与社会的申诉机制，如外部的利益相关方。

Remarks from Auditee:

Nil

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 186722] Audit Date: 17/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfilled the requirement of this performance area. They had set policy of the right of Freedom of Association and Collective Bargaining on 8 Jan, 2020 which was referring to the local regulation and amfori BSCI Code of Conduct. They had publicly respected workers' right to join unions and to bargain collectively. Worker representatives were elected by workers freely. Independent activity would be respected and would not be discriminated or revenged. Meetings with workers arranged in working hours would not be deducted from workers' remuneration. Investigation result of grievance cases would be sent to worker representative.</p> <p>总体观察显示被审核方符合了该执行领域的要求。已根据当地法规及amfori BSCI准则在2020年1月8日设立结社自由与集体谈判工作程序。已公开表示将尊重员工加入工会及集体谈判的权利。员工代表由员工自由选举产生。工人代表可在工作时间工作地点内与员工进行沟通,并且不会被歧视或打击报复。工人代表与工人的会议时间不会影响员工的报酬。申诉调查的结果将会通报给员工代表。</p>	
Remarks from Auditee: Nil	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 186722] Audit Date: 17/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfilled the requirement of this performance area. They had established no discrimination policy on 8 Jan, 2020 that refer to the local regulation and amfori BSCI Code of Conduct. The auditee publicly stated that they forbided any terms of discrimination when workers are hired, employment, promotion, assessment, fired. Workers would not be discriminated because of their race, stratum,nationality, religion, disability, sex, sexual orientation, union member, political relation ect. It is forbidden to discriminate woman especially pregnant woman. The policy was communicated to all management and workers regularly through training.</p> <p>总体观察显示被审核方符合该执行领域的要求。已根据当地法律法规及amfori BSCI在2020年1月8日设立了反歧视程序。已公开声明将在招聘,用工,考核,晋升,解除劳动合同中禁止任何形式的歧视。员工不会因为种族,社会阶层,国籍,宗教,残疾,性别,性别取向,工会会员资格或政治关系被歧视。严禁歧视妇女,特别是怀孕女工。通过培训将这一政策传达给了管理层及工人。</p>	
Remarks from Auditee: Nil	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 186722] Audit Date: 17/07/2020 PA Score: B	Deadline date:17/07/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The auditee partially fulfilled amfori BSCI requirement of this performance area. Clear wage system was established. Workers were paid RMB8.45 per hour at least which was met the local minimum wage. Wages were issued on monthly basis. Wages were paid on the 15th of the following month. No deduction was made to wages. However, gaps have been identified in implementation: 被审核方部分符合此执行领域的要求。建立了清晰的工资体系。工人工资至少8.45元每小时,符合当地最低工资。工人工资按月发放,于每15号发上一个自然月的工资。工资中没有扣减。但是在执行的过程当中还是存在以下差距:</p> <p>5.3 - Finding: The main partially respects this principle because the factory had completed workers' skill evaluation system and provide suitable training for worker, moreover, the factory provided different basic wage for different position workers, but the factory did not adapt the remuneration to the workers' skill to encourage improvements in quality and stability of the employment relationship. Hourly rate of all assembling and packing workers were the same, RMB 8.45/hour. 被审核方部分遵循该准则,原因是尽管工厂已有完整的员工技能评价体系并且提供合适的培训给员工,并且给不同岗位的员工设定了不同的基本工资,但是工厂提供的报酬未与工人的技能匹配,以鼓励改进雇佣关系质量和稳定性。所有组装和包装员工小时工资率相同,8.45元/小时。</p> <p>5.5 - Finding: The main auditee does not respect this principle because the factory didn't provide social insurance to all workers as per legal requirement. During the audit, the factory provided social insurance payment receipts of Jul, 2020 for review. Based on social insurance payment receipts on Jul, 2020 review and management interview, total 33 employees in the factory, the factory only provided injures, unemployment and retirement insurance to 5 employees. The factory did not provide medical and maternity insurance to all employees. By interview with workers and management, parts of workers had attended New Rural Cooperative Medical System in their hometown. But the factory didn't verify it. And the factory did not provide commercial injure insurance to all employees. 被审核方未遵守该原则是因未给全体员工缴纳社保。审核期间,工厂提供了2020年7月的社保缴费凭证供查看。根据2020年7月的社保缴费凭证和管理层访谈,工厂共计有33名员工。但是工厂仅为5名员工提供了工伤,失业和养老保险。工厂没有为所有员工提供医疗和生育保险。经访谈,员工和管理层表示部分员工因其在老家购买了新农合保险。但工厂未对员工购买新农合保险进行核实。并且工厂没有为所有员工提供商业意外险。</p>	
Remarks from Auditee: Nil	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 186722] Audit Date: 17/07/2020 PA Score: D	Deadline date:17/07/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The auditee partially fulfilled amfori BSCI requirement of this performance area. Working hour policy was established on 8 Jan, 2020. Regular working hour was from Monday to Friday with 8 hours per day. Only one shift in the factory. 2 hours overtime working on weekdays and 8 hours overtime working on Saturday. Attendance was recorded by fingerprint machine. Maximum working hour was 10 per day and 54 per week. Workers had at least one day off after 6 consecutively work. However, gaps have been identified in implementation: 被审核方部分符合此执行领域的要求。在2020年1月8日建立了工作时间制度。正常工作时间为周一至周五，每天8小时。均只有一个班次。工作日加班2个小时，大部份周六加班8小时。通过指纹打卡机记录员工的出勤。最大工作时间为10小时每天，54小时每周。连续工作6天后均有休息。但是在执行的过程当中还是存在以下差距:</p> <p>6.2 - Finding: 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 19 Sep, 2019 to the audit day for review. The workers' overtime hours were 2 hours per day. The sampled workers' max monthly overtime was 62 hours happened in Nov, 2019 which exceeded legal requirement. 被审核方因员工月加班超过法规按要而未遵守该原则。审核期间，工厂提供了员工从2019年9月19日至审核当天的考勤记录。根据记录显示，员工日加班为2小时。抽样员工最大月加班时间为62小时，发生在2019年11月，超过法规要求。</p>	
Remarks from Auditee: Nil	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 186722] Audit Date: 17/07/2020 PA Score: A	Deadline date:17/10/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The auditee partially fulfilled amfori BSCI requirement of this performance area. Health and Safety policies were established based on amfori BSCI requirement and local law on 8 Jan, 2020. A specified management representative was in charge of safety. Risk assessment was conducted to identify potential risks. Training plan existed. Workers would received pre-positon training and regular refresh training including machine safety, first aid knowledge and PPEs use. Most recent fire drill was conducted on 6 May, 2020. No injury occurred in the part year. There was 1 trained first aid personnel. First aid kit was not locked and workers could access to suppliers freely. A trained electrician had inspected electricity safety on monthly basis. Fire fighting equipment such as fire extinguishers, fire hydrant and fire alarm were sufficient and in good condition. Emergency routes were free of obstruction and emergency exits were unlocked. Evacuation plan was posted in each entrance of staircases. Clean water was provided to workers freely. Workers could use toilet in their own wish. No transportation / dormitory / kitchen was provided to workers. However, gaps have been identified in implementation: 被审核方部分符合了此执行领域的要求。已按照amfori BSCI要求及当地法律法规要求在2020年1月8日建立了健康安全程序。指定了专门负责安全的管理者代表。已进行岗位风险评估来识别潜在的风险。培训计划已建立。员工将接受岗前培训以及定期培训（包含机器安全，急救知识，劳保用品使用）。2020年5月6日工作时间内进行了最近一次的消防演习。过去一年均未发生工伤。有1名经过培训急救员。急救药箱未上锁，员工可以随时获得需要的药品。1名受过培训的电工每月对工厂的电力安全进行检查。消防设施如灭火器，消防栓，警铃配备足够且处于良好的状态。紧急通道畅通，紧急出口未上锁。每个楼梯入口处均张贴了逃生平面图。免费为员工提供了干净的饮用水。员工也可以自由的选择去洗手间的时间。未提供交通/宿舍/厨房给员工。但是在执行的过程当中还是存在以下差距:</p> <p>7.1 - Finding: The main auditee partially respects this principle because the main auditee 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. The factory had established health and safety procedure on 8 Jan, 2020. 被审核方部分符合该准则。原因是被审核方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。工厂已于2020年1月8日建立健康安全程序。</p> <p>7.2 - Finding: The main auditee does not respect this principle because total 33 employees in the factory, but the factory only provided injures insurance to 5 employees. And the factory did not provide commercial injure insurance to all employees. 被审核方未遵守该原则是因工厂共计有33名员工。但是工厂仅为5名员工提供了工伤保险。并且工厂没有为所有员工提供商业意外险。</p> <p>7.3 - Finding: The main auditee does not respect this principle the factory did not provide occupational medical examinations to the workers who engaged in hazardous position, such as mixing workers. 被审核方未遵守该原则是因工厂未提供职业健康体检给工作在危害岗位的员工，如拌料员工。</p> <p>7.13 - Finding: The main auditee partially respects this principle because 30% electricity facilities in the workshop were not locked for protection and partial electrical parts were exposed, although the factory conducted monthly check on electricity facilities. 被审核方部分遵守该原则是因车间30%电气设施没有上锁，部分电气配件裸露。虽然工厂对电气设施每月进行点检。</p> <p>7.25 - Finding: The main auditee partially respects this principle because based on site observation, 30% packing materials were stored close to the columns. 被审核方部分遵守该原则是因根据现场观察，30%的包材紧靠柱子存放。</p>	
Remarks from Auditee: Nil	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 186722] Audit Date: 17/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The auditee fulfilled the requirement of this performance area. They had established no child labour policy on 8 Jan, 2020 that refer to the local regulation and amfori BSCI Code of Conduct. Administration department had clear policy about hiring. Workers below 16 years old would not be hired. ID would be checked before hiring and a copy would be kept. If children were recruited by mistake, the auditee would check his / her health and would send them back to their parents. All charges would be paid by the auditee. All workers were above 18 years old. 被审核方符合了该执行领域的要求。工厂依据当地法规及amfori BSCI行为准则在2020年1月8日设立了禁止使用童工程序。行政部门有清晰的招聘制度。年龄低于16岁员工将不会被雇佣。在聘用时将检查员工的身份证且留一份复印件。假若误招童工，被审核方将会将她/他送回监护人。所有的费用将由工厂承担。工厂员工均大于18岁。	
Remarks from Auditee: Nil	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 186722] Audit Date: 17/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfilled the requirement of this performance area. They had established policy to identify young workers on 8 Jan, 2020. If young workers were hired, they would not be arranged in hazardous position, would not work extended hour or in night shift. Had identified positions that could not work by young worker. Special training would be provided including facility rules, h&s, grievance measures. All workers were above 18 years old and no young worker in the factory. 总体观察显示工厂符合了该执行领域的要求。工厂在2020年1月8日建立了政策和程序去识别未成年工。如果雇佣未成年工，工厂将不会将他们安排在危险岗位，不会安排延长加班，不会安排在夜班。已经识别出哪些岗位不适合未成年。将会提供给未成年工关于工厂政策，健康安全及申诉机制的培训。工厂没有未成年工，员工均大于18岁。	
Remarks from Auditee: Nil	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 186722] Audit Date: 17/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfilled the requirement of this performance area. The factory has established a policy based on amfori BSCI standards and local law requirements to protect employment relationship on 8 Jan, 2020. All hired workers signed labor contracts within one month with the audited factory and a copy of labor contracts was provided to workers. The contents on labor contracts were normally in compliance with local law on payments, working condition protection, etc. All workers were employed by the auditee directly. 总体观察显示工厂符合了该执行领域的要求。工厂基于amfori BSCI的标准和当地法规要求在2020年1月8日建立了包含雇佣关系的政策和程序。所有雇佣的员工都会与所审核的工厂在一个月签订劳动合同并且会留一份劳动合同副本给员工。劳动合同的内容，如工作、工作条件等均完全符合当地法律。员工均是工厂直接雇佣的。	
Remarks from Auditee: Nil	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 186722] Audit Date: 17/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfills the requirement of this performance area. The factory has established a policy based on amfori BSCI standards and local law requirements to identify and prevent bonded labor on 8 Jan, 2020. Training regarding identifying and reporting bonded labor was provided to workers periodically. Forbidden any form of improper punishment, including corporal punishment, torture, intimidation, abuse, spiritual or material oppression. Any improper punishment happened, workers could raise grievance to worker representative or top manager. There was not any form of bonded labor observed or reported during the audit. 总体观察显示工厂符合了该执行领域的要求。工厂基于amfori BSCI的标准和当地法规要求在2020年1月8日建立了识别和防止强迫劳工的政策和程序，定期给员工提供强迫劳工的识别与报告。禁止任何形式的体罚，折磨，恐吓，侮辱，精神或物质压迫员工的行为。不当的惩罚行为可以向员工代表或高层经理投诉。在这次审核中没有发现或者得到报告强迫劳工的情况。	
Remarks from Auditee: Nil	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 186722] Audit Date: 17/07/2020 PA Score: A	Deadline date:17/07/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee partially fulfills the requirement of this performance area. Training about protecting environment including water conservation was provided to workers. Environmental laws were collected. However, gaps have been identified in implementation: 总体观察显示工厂部分符合了该执行领域的要求。工厂提供了环境保护（包括节约用水）的培训给员工。已收集了环境的法律法规。但是在执行的过程当中还是存在以下差距:</p> <p>12.3 - Finding: The main auditee partially respects this principle because the factory had provided Environmental Impact Assessment Report for review. But the factory did not provide Environmental Impact Assessment approval for review. 被审核方部分遵守该原则是因工厂已提供环境影响评估报告供查看。但是工厂未提供环评批复供查看。</p>	
Remarks from Auditee: Nil	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 186722] Audit Date: 17/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills the requirement of this performance area. Policy about anti corruption, extortion or embezzlement or bribery was established on 8 Jan, 2020. Risk assesement was conducted to identify situations corruption most likely to occur. Trainings about anti corruption were provided to relavent workers. Accurate information was provided including time record / payroll record / production record and other official document. No evidence showed that the auditee had tried to hide production process. 总体观察显示工厂符合了该执行领域的要求。工厂已在2020年1月8日建立关于反腐败/反勒索/反侵占/反贿赂程序。已进行风险评估来识别腐败的高发区。对相关员工进行了反腐败培训。考勤记录/工资记录/生产记录以及其他官方文件信息准确。没有证据显示工厂隐藏生产过程。</p>	
Remarks from Auditee: Nil	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	17/07/2020	186722	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



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



External photo(s) of the production unit(s)
GPS data.JPG



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

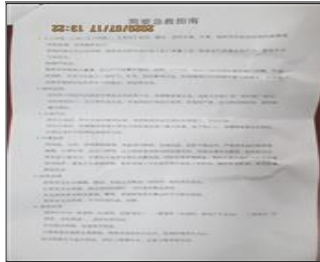


Photo first aid facilities
emergency procedure.JPG

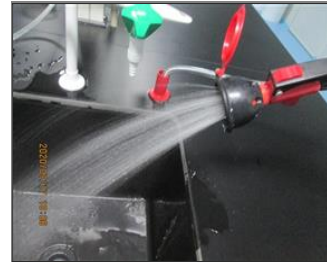


Photo first aid facilities
eyewash equipment.JPG



Photo first aid facilities
first aid kit.JPG



Photo of chemical storage room (if applicable)
chemicals stored area.JPG

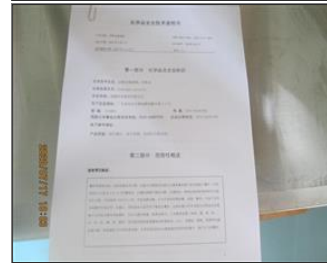


Photo of chemical storage room (if applicable)
MSDS.JPG



Photo of fire safety equipment
assembly point.JPG



Photo of fire safety equipment
electric facility.JPG



Photo of fire safety equipment
emergency light testing.JPG



Photo of fire safety equipment
evacuation plan.JPG



Photo of fire safety equipment
evacuation sign.JPG



Photo of fire safety equipment
fire alarm testing.JPG



Photo of fire safety equipment
fire alarm.JPG



Photo of fire safety equipment
fire extinguishers.JPG



Photo of fire safety equipment
fire hydrant testing.JPG



Photo of fire safety equipment
fire hydrant.JPG

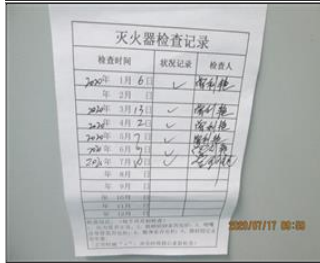


Photo of fire safety equipment
monthly check.JPG



Photo of fire safety equipment
no smoking sign.JPG



Photo of non-conformity
NC Hourly rate of all assembling and packing workers
the same.jpg



Photo of non-conformity
NC The electrical box was not locked for protection and
partial electrical parts were exposed.JPG



Photo of non-conformity
NC The factory did not provide social insurance to all
employees.jpg



Photo of non-conformity
NC The packing materials were stored close to the
columns.JPG



Photo of non-conformity
NC The worker overtime exceeded legal requirement.jpg



Photo of the canteen (if applicable)
canteen.JPG



Photo of the code of conduct on display
Amfori BSCI Code of Conduct.JPG



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



Photo of the inside of the main production hall
attendance machine testing.JPG



Photo of the inside of the main production hall attendance machine.JPG



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



Photo of the inside of the main production hall finished goods.JPG



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



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



Photo of the inside of the main production hall raw materials.JPG



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



Photo of the personal protection equipments (if applicable) dust mask.JPG



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



Photo of the sanitary facilities drinking water.JPG



Photo of the sanitary facilities liquid soap and paper for toilets.JPG



Photo of the sanitary facilities toilets.JPG