
Auditee :	LangYi Case & Bag (JiaXing) Co.,Ltd.
Audit Date From :	23/03/2020
Audit Date To :	24/03/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Davison Wang(Lead)
Auditing Branch (if applicable) :	



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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 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 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 :	LangYi Case & Bag (JiaXing) Co.,Ltd.		
DBID number :	398380		
Audit ID :	175820		
Address :	2F, No.3 Building, No.2488 Shuanglong Road, Xinfeng Town, South Lake District Jiaxing		
Province :	Zhejiang	Country :	China
Management Representative :	Mr. Bao Fei		
Contact person:	Fei Bao	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	handbags, belts and shoes
Product Type :	handbags		

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 : 24/03/2021

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

Executive summary of audit report
<p>This was a full audit for LangYi Case & Bag (JiaXing) Co.,Ltd. (朗亿箱包(嘉兴)有限公司) which was established on March 1, 2016. The factory was located at 2F, No.3 Building, No.2488 Shuanglong Road, Xinfeng Town, South Lake District, Jiaxing City, Zhejiang Province, China. (浙江省嘉兴市南湖区新丰镇双龙路2488号3幢二层). The business license number was 91330402MA28A7P00C</p> <p>The factory rented one 3-storey building as office, production workshop and warehouse with a total area of about 2500 square meters. There was another factory located at the same factory yard with the audited factory. The two factories had independent business licenses. Per onsite observation, document review, management and worker interview, no other relationship between other factories and the audited factory.</p> <p>The factory was specialized in manufacture of handbags. Production process included cutting, sewing, inspecting and packing. Management were courteous during the opening meeting and provided auditor access to all areas and documents they had. Based on the management interview, there were 79 employees including 9 management staffs and 70 production workers. The peak season was not obvious. Workers' working hours were recorded by finger printing attendance machine with detailed time in and time out information. The normal working time of all workers was from 7:30 to 17:00 with lunch break time from 11:30 to 13:00 from Monday to Friday. Management issued the wages of current month before 10th of following month via cash. All employees were paid based on monthly rate.</p> <p>The factory provided the payroll and attendance records from March 2019 to February 2020 for review. According to the payroll and attendance records of 12 sampled workers in February 2020, 12 sampled workers in October 2019 and 12 sampled workers from August 2019, it was noted that the regular wage of all sample employees was RMB 2100 to 2300 per month, which was higher than the local legal requirements of RMB 1800 per month since December 1, 2017. The maximal overtime hour was 2 hour a weekday, 8 hours a rest day, 14 hours a week and 66 hours a month, the maximal weekly working hours were 54 hours. The longest consecutive working day was 6 days. Employees were paid 150% and 200% of their normal wage for overtime worked on weekdays and weekends. No overtime worked on statutory holidays.</p> <p>According to the social insurance payment receipt provided by factory management, it was noted that in January 2020, only 27 out of 79 employees were provided with pension, medical, maternity and unemployment insurance (34.2%), 33 out of 79 employees were provided with accident insurance (41.8%). And the factory had provided commercial insurance for 28 out of 79 employees (35.4%) dated from April 22, 2019 to April 22, 2020.</p> <p>Confidential interviews were conducted with 12 employees from different workshops. All employees were interviewed individually. All 12 employees were satisfied with the working condition. The youngest employee was 20 years old.</p> <p>A closing meeting was held with the factory representatives and all of the findings were discussed. Mr. Bao Fei / Office Director signed the onsite CAP and agreed to take corrective actions.</p> <p>Remark: 1. There are no contractors or agencies used by the auditee, which makes the contractor license/permit and agency labor contract not applicable. 2. No Government waivers and Collective bargaining agreements were available. 3. Audit Company: Bureau Veritas Consumer Products Service Audit Company APSCA Number: 11600002 Lead Auditor Name: Davison Wang APSCA Auditor Registered Number: 21700037</p>

Ratings Summary



Auditee's background information			
Auditee's name :	LangYi Case & Bag (JiaXing) Co.,Ltd.	Legal status :	Ltd company
Local Name :	朗亿箱包（嘉兴）有限公司	Year in which the auditee was founded :	2016
Address :	2F, No.3 Building, No.2488 Shuanglong Road, Xinfeng Town, South Lake District	Contact person (please select) :	Fei Bao
Province :	Zhejiang	Contact's Email :	lybaofei@163.com
City :	Jiaxing	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) :	N/A
GPS coordinates :	N30°42'55" E120°53'48"	Total turnover (in Euros) :	3300000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	500,000 pieces per year
Product Group :	handbags, belts and shoes	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	handbags		

Auditee's employment structure at the time of the audit		
Total number of workers :	79	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	31	48
Temporary workers	0	0
In management positions	5	4
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	12	48
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	31	48
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 - 175820] Audit Date: 23/03/2020 PA Score: B

Deadline date:23/06/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee partially respects the requirement of this performance area. The auditee had set up management system to implement the BSCI Code of Conduct, and Mr. Bao Fei/Office Director was responsible to ensure that the BSCI values and principles are followed in a satisfactory manner. During the audit, auditee had identified their significant business partners especially the suppliers, the agreement that comply with the BSCI code of Conduct were signed with their partners, and had assesses how its significant business partners understand and alignment with amfori BSCI Code of Conduct. However, gaps were detected during implementation that the auditee's workforce capacity was not properly organized to meet the expectations of the delivery order.

被审核方部分遵守本执行领域要求。被审核方已建立了执行BSCI行为守则的管理体系。鲍飞/办公室主任负责执行BSCI行为守则的遵守。被审核方识别了工厂主要的商业合作伙伴，与其签订了共同遵守BSCI行为守则的协议，而且评估商业合作伙伴如何理解和应用BSCI行为守则。但是厂方没有合理地组织劳动力的生产能力来满足预期订单的需求。

- 1.4 - The factory had established the production capacity assessment procedure, but they had not assessed production capacity. This violated Performance Area 1: Social Management System and Cascade Effect 1.4.

工厂已建立生产能力评估程序，但是没有进行生产能力评估。根据执行领域1：社会管理体系和级联效应 1.4

Remarks from Auditee:

Factory management agreed with the issue and would take corrective action as soon as possible. 工厂同意该问题并表示尽快改善。

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 175820] Audit Date: 23/03/2020 PA Score: B

Deadline date:23/06/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee partially respects the requirement of this performance area. The auditee enhanced workers' awareness on their rights and responsibilities through trainings during the new orientation and refresh trainings for all employees; Meanwhile, the auditee had established effective internal grievance mechanism such as setting suggestion box for employees to raise their concerned in this factory.

被审核方部分遵守本执行领域要求。被审核方通过新老员工的培训提高工人对其权利和责任的意识，针对内部员工建立了有效的申诉机制，如：在厂区内设置意见箱等。

- 2.2 - It was noted that though the factory provided the commitment that they would implement the social responsibility according to the local law and BSCI COC, the factory did not have a long-term goals reflected a step-by-step approach toward sustainable improvements. In accordance with the requirement of Performance Area 2.2, the auditee shall define long-term goals to protect workers according to the BSCI Code of Conduct.

工厂虽然有承诺执行社会责任和BSCI行为守则，但是没有建立长期目标及如何逐步达到该目标。根据执行领域2.2，被审核方（生产商）应按照BSCI行为守则明确长期目标以保护工人。

- 2.5 - It was noted that the established grievance mechanism was not including all interested parties, only for internal part. In accordance with Performance Area 2: Workers Involvement and Protection 2.5.

工厂建立的申诉机制没有包含所有利益相关方，只是对工厂内部适用。根据执行领域2：工人参与和保护-2.5

Remarks from Auditee:

Factory management agreed with the issue and would take corrective action as soon as possible. 工厂同意该问题并表示尽快改善。

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

Full Audit [Audit Id - 175820] Audit Date: 23/03/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee fully respects the requirement of this performance area. The auditee had established the written policy on freedom of forming unions and workers' right to bargain collectively. And the auditee posted this policy on the public board to employees, and they respected and encouraged employees to form their worker committee. Trade union was not established in this factory. The auditee respects the right of workers to form worker committee or select worker representative, and the auditee encouraged to enforce the communication between worker representative and workers, and met worker representative to communicate with the affairs related to workers. Recently, one worker representative was voted by all employees in this factory. The auditee did not discriminate against worker representative.

被审核方完全遵守本执行领域要求。被审核方建立了书面的有关组织工会的自由和集体谈判的权利。被审核方将这些政策张贴于公告栏告知于员工。且尊重并鼓励员工形成工人委员会。工厂没有建立工会。被审核方尊重员工推举代表，鼓励员工代表与员工沟通，且定期与员工代表进行会面交流与员工相关的被审核方事务。目前，工厂员工推举了1名员工代表。厂方没有因为是员工代表而区别对待。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 175820] Audit Date: 23/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee fully respects the requirement of this performance area. The auditee had established non-discrimination policy and effectively cascade to all employees through trainings and posting BSCI code of conduct on the public board. All interview employees represented that no discrimination occurred in the auditee. 被审核方完全遵守本执行领域要求。被审核方建立了明确的反歧视政策并且清楚地通过培训，员工手册及BSCI行为守则张贴在公告栏等方式告知员工。所有受访员工都向审核员反映不存在歧视。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 175820] Audit Date: 23/03/2020 PA Score: A	Deadline date:23/06/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee partially respects the requirement of this performance area. All employees were paid by hourly rate by cash on the 10th of the following month. Employees were paid at least RMB 2100 per month, which was above the local minimum wage of RMB 1800 per month since December 1, 2017. Further, all sample employees were paid 150% of their normal wage for the overtime working hours on normal working days and 200% of their normal wage for the overtime working hours on the rest days. Besides, the auditee provided to holiday wages and annual leave to employees according to the local law. However, the auditee did not provide the 5 kinds of social insurance for all employees. 被审核方部分遵守本执行领域要求。所有员工为计时薪资，于每月10号发放上个月薪资，以现金的方式全额结清。被审核方给员工支付了至少每月人民币2100元的工资，高于当地工资的最低标准（每月人民币1800元/从2017年12月1日开始），给员工支付了150%的平时加班费和200%的休息日加班费。并支付了足够的法定节假日工资及带薪年假等。但是被审核方没有为所有员工提供了五种社会保险。 5.5 - According to the social insurance payment receipt provided by factory management, it was noted that in January 2020, only 27 out of 79 employees were provided with pension, medical, maternity and unemployment insurance (34.2%), 33 out of 79 employees were provided with accident insurance (41.8%). And the factory had provided commercial insurance for 28 out of 79 employees (35.4%) dated from April 22, 2019 to April 22, 2020. According to factory management, they did not provide social insurance to all employees because some employees were unwilling to participate in the social insurance program. All employees interviewed also confirmed that they were voluntarily to participate in the social insurance program. This violated Article 73 of the Labor Law of the People's Republic of China. 根据工厂提供的2020年1月的社会保险缴费单据显示工厂为79名员工中的27名提供养老、医疗、生育和失业保险（34.2%）、为79名员工中的33名提供工伤保险（41.8%）。另外工厂为79名员工中的28名（35.4%）提供了商业意外险，有效期从2019年4月22日到2020年4月22日。根据工厂管理层访谈，社保覆盖不足是由于部分员工不愿意缴纳社保。根据员工访谈，员工自愿缴纳社保。根据《中华人民共和国劳动法》第73条。 Remarks from Auditee: Factory management agreed with the issue and would take corrective action as soon as possible. 工厂同意该问题并表示尽快改善。	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 175820] Audit Date: 23/03/2020 PA Score: D	Deadline date:23/06/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee partially respects the requirement of this performance area. The auditee established and complied with the working hour policy according to local requirement of the normal working hours of 8 hours per day and 40 hours per week, all employees had at least one day rest per 7 days, and worked 2 overtime hours at most per working day, which did not exceed the legal requirement of 3 hours a day. According to the sampled time records and noted that all the sampled employees worked 54 hours per week at most. However, the overtime hours exceed the legal requirement of not exceeding the 36 hours overtime per month. 被审核方部分遵守本执行领域要求。被审核方规定了符合当地法规的工作时间政策，并遵循每天8小时，每周40小时的标准工时，每七天均至少有一天休息。每工作日最多加班2小时，不超过法律要求的每天不超过3小时的要求。另外，根据抽样的考勤记录，员工每周最多工作54小时。但是被审核方员工的加班时间超出了法规要求的每月加班不超过36小时的要求。 6.2 - According to the payroll and attendance records of 12 sample employees from February 2020, 12 sample employees from October 2019, 12 sample employees from August 2019. 12 out of 12 sample population employees worked in excess of 36 overtime hours per month (i.e. 56 hours) in October 2019, which was not in compliance with the legal requirement; 12 out of 12 sample population employees worked in excess of 36 overtime hours per month (i.e. 66 hours) in August 2019, which was not in compliance with the legal requirement. The Production Manager was appointed to control the overtime hours. Currently, they did not have a plan to reduce monthly overtime hours to meet legal requirement. All employees interviewed represented that they were voluntarily to work overtime and they confirmed that they overtime worked more than 36 hours per month. This Violated Article 41 of the Labor Law of the PRC. 根据工厂提供的工资考勤记录，抽样2020年2月12名员工，2019年10月12名员工和2019年8月12名员工显示：12名员工中的12名在2019年10月的加班时间为56小时，超过每月加班时间不能超过36小时的法律规定；12名员工中的12名在2019年8月的加班时间为66小时，超过每月加班时间不能超过36小时的法律规定。工厂生产经理负责管控加班时间。目前工厂暂无减少加班时间的计划。访谈员工表示自愿加班，在生产繁忙时每月加班时间超过36小时。根据《中华人民共和国劳动法》第41条。 Remarks from Auditee: Factory management agreed with the issue and would take corrective action as soon as possible. 工厂同意该问题并表示尽快改善。	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 175820] Audit Date: 23/03/2020 PA Score: A	Deadline date:23/04/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The auditee partially respects the requirement of this performance area. The auditee had established right occupational health and safety policy and procedure. Periodical trainings, meetings, drills, warning signs posted in the workshop to enforce the health and safety awareness of employees. Per factory tour, evacuation passages, exits and all the fire-fighting equipment were unobstructed. Sufficient firefighting equipment were equipped and well maintained in this factory, and regular inspection and maintenance were conducted for all kinds of fire-fighting equipment. The fire drills were conducted in the auditee twice a year, and the current fire drill was conducted on November 6, 2019. The factory only used some engine oil for sewing machines, and the related MSDS was posted beside in the workshop. The first aid kit, drinking facility and clean toilet were also available. However, gaps were still existed on some areas. Remark: no transportation was provided to employees, no canteen and dormitory was available in the factory.</p> <p>被审核方部分遵守本执行领域要求。被审核方制定了相对健全的职业健康安全的方针政策及程序文件，且通过定期的培训、召开会议、演习和现场张贴警示标语等方式来提高员工的健康安全意识。通过现场巡查发现被审核方现场疏散通道、安全出口和所有的消防器材均保持通畅无堵塞，消防设施配备充足，且指定专有人员定期检查维护消防器材。工厂每年举行两次消防演习，最近一次演习为2019年11月6日。工厂使用了少量的机油，车间内张贴了相关的MSDS。此外，工厂为员工配备了药箱、饮水、厕所等基础设施。但仍然在一些方面存在差距。备注：工厂没有为员工提供交通方面的服务，没有提供宿舍和食堂。</p> <p>7.2 - It was noted not all employees were provided with accident insurance. According to the receipt, it was noted that only 61 out of 79 current employees were provided with accident insurance or commercial insurance (77.2%). This violated Performance Area 7: Occupational Health and Safety 7.2. 工厂没有为所有员工提供工伤保险。根据工厂提供的凭证，显示工厂仅为目前79名员工中的61名员工提供了工伤或商业意外保险（77.2%）。根据执行领域7：职业健康和安全 7.2。</p> <p>7.3 - It was noted that the risk assessment for safe, healthy and hygienic working conditions was not conducted sufficiently. The risk assessment did not include consultation with workers and regular monitoring and testing. This violated Performance Area 7: Occupational Health and Safety 7.3, the auditee shall regularly carry out risk assessments for safe, healthy and hygienic working conditions. The risk assessment included workshop, warehouses, processes, machines, etc. 工厂为车间岗位进行风险评估不充分。风险评估没有包括与工人协商的内容，没有包括定期监控和检测。根据执行领域7.3，被审核方（生产商）应定期执行安全、健康和卫生工作条件的风险评估。工厂风险评估包含了车间，仓库，工序，机器设备等。</p> <p>7.7 - It was noted that 1 out of 1 engine oil container in the sewing workshop was not posted with a content label. This violated Article 14 of the Regulation For Chemical Usage Safety in Work Place. The factory had provided chemical safety training and they just did not notice this finding. 审核员发现工厂缝纫车间1个盛装机油的容器中的1个没有张贴内容标签。根据《工作场所安全使用化学品规定》第14条。工厂为员工提供了化学品的安全培训，但是没有注意到该问题。</p> <p>7.9 - 1. It was noted that the factory did not post high temperature warning sign to the water boiler In accordance with Performance Area 7: Occupational Health and Safety 7.9: The auditee makes visible potential hazards to the workers through signs and warnings. Factory management explained that they did not notice relevant requirements. 2. It was noted that no warning sign was posted for one electrical box in the sewing workshop. In accordance with Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008. There was hazard of electrical shock when using. 1.审核员发现工厂没有在开水设备上张贴高温警示标志。根据执行领域7：职业健康和安全7.9：被审核方（生产商）应通过标记和警示让工人看见潜在危害。工厂管理层表示没有注意到该要求。2.工厂缝纫车间1个配电箱没有张贴警告标示。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7. 可能会有触电的风险。</p> <p>7.17 - It was noted that no pulley guard was installed for the transmission belts of 10 out of 50 sewing machines, and no needle guard was installed for 10 out of 50 sewing machines in the sewing workshop. This violated Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene. The factory management said they did not notice it and interviewed workers stated that no injury was occurred. 工厂没有为缝纫车间50台缝纫机中的10台外露的传送皮带安装保护罩，且50台缝纫机中的10台没有安装针挡。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条。工厂管理层表示没有注意到该情况，访谈员工表示没有发生过工伤。</p> <p>7.22 - Through factory tour, auditor found that no privacy door was installed for the stalls in the male toilet. This violated Performance Area 7: Occupational Health and Safety 7.22. The privacy situation of the workers were not protected well. 通过现场审核，审核员发现工厂男洗手间的厕格没有安装隐私门。根据执行领域7：职业健康和安全 7.22. 员工的隐私没有得到充足保障。</p>	
Remarks from Auditee: Factory management agreed with the issue and would take corrective action as soon as possible. 工厂同意该问题并表示尽快改善。	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 175820] Audit Date: 23/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The auditee fully respects the requirement of this performance area. The auditee established its child labor forbidden policy and remedial policies. HR department was responsible for employee recruitment. They were well aware of the recruitment process establishes by the auditee including robust age-verification mechanisms. And they checked the ID strictly during the hiring process to ensure that no child labor was hired. All employees age documents such as ID copies were maintained in this factory. And no existing child labor or history child labor was noted with confirmation over the past year. The youngest one was 20 years old on the audit day.</p> <p>被审核方完全遵守本执行领域要求。被审核方建立了禁止童工政策及童工拯救政策。由人事部负责人员的招聘。清楚被审核方制定的关于年龄合适的雇佣流程。通过身份证件核查每名新进员工的年龄确保童工不被录用。被审核方保留了每名员工的身份证明文件如身份证复印件。经核查确定被审核方在过去一年内没有发现童工和历史童工。审核当天员工最小年龄20岁。</p>	
Remarks from Auditee:	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 175820] Audit Date: 23/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee had established related policies on young worker protection including limit young workers' working hours, providing health check regularly and not to contact with hazardous materials. And no young worker was noted on the audit day. The youngest one was 20 years old on the audit day. 被审核方完全遵守本执行领域要求。被审核方建立了完整的未成年工保护政策，包括工作时间、定期提供身体检查和禁止未成年工接触有毒化学品等等。且审核当日未查到有未成年工。审核当天员工最小年龄20岁。	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 175820] Audit Date: 23/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee fully respects the requirement of this performance area. The auditee had established clear recruit policies to respect local law requirements. Confirmed through employee and employee representative interview, they need to sign standard labor contracts with factory and they kept one labor contract. 被审核方完全遵守本执行领域要求。被审核方建立了清楚的招聘程序来遵守当地的法规要求。通过员工和员工代表面谈，确认所有员工进厂时必须签订标准的劳动合同，并且他们自己都留有一份合同。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 175820] Audit Date: 23/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee fully respects the requirement of this performance area. The auditee had established written policies to forbidden bonded labour and disciplinary procedures, and explained these policies and procedures to all employees clearly through training to employees during orientation and refresh training to all existing employees. Confirmed through employee and employee representative interview, workers were not subjected to inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse. 被审核方完全遵守本执行领域要求。被审核方建立了书面的禁止强迫劳动政策及惩戒程序，且通过新员工入职培训及老员工定期培训将此政策程序清晰地传达给所有员工。通过员工和员工代表面谈，确认员工没有受到非人道或有辱人格的待遇、体罚、精神或肉体胁迫和/或言语虐待。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 175820] Audit Date: 23/03/2020 PA Score: A	Deadline date:23/04/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee partially respects the requirement of this performance area. The auditee had established written environmental policies to respect local law requirements. The auditee invited qualified environment monitoring department to perform regular checks. Meanwhile, the auditee provided the report form of environmental impacts of the construction, the approval document of environment impact assessment and the approval document for on-site inspection and acceptance of completed environmental protection facilities for review. However, the auditee did not have grievance mechanism in place to address the environmental concerns of surrounding communities. 被审核方部分遵守本执行领域要求。被审核方建立了书面的环境方针政策来保证遵守当地的法律要求。被审核方还每年定期邀请有资质的环境监测部门来被审核方进行监测。同时，被审核方提供了环评文件、环评批复和建设项目竣工环境保护验收文件等。但是，受审核方没有建立有关周围社区环境问题的申诉机制。 12.1 - It was noted that the factory did not have grievance mechanism in place to address the environmental concerns of surrounding communities. In accordance with Performance Area 12: Protection of the Environment 12.1. 工厂没有建立有关周围社区环境问题的申诉机制。根据执行领域12:环境保护-12.1	
Remarks from Auditee: Factory management agreed with the issue and would take corrective action as soon as possible. 工厂同意该问题并表示尽快改善。	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 175820] Audit Date: 23/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee fully respects the requirement of this performance area. The auditee had established written ethic policy and none of any act of corruption, or any form of bribery in its activity was noticed during this audit. The auditee kept accurate information regarding its own activities, structure and performance during this audit. Auditor reviewed the payrolls and attendance records provided by main auditee, cross checked these records with other records such as warehouse records, and interviewed workers, no inconsistency was identified. 被审核方完全遵守本执行领域要求。被审核方制定了书面的廉政政策并且在审核过程中并没有发现任何腐败或贿赂的商业行为。此次审核中被审核方保留了有关其商业活动、架构和绩效的准确信息。审核员审核了工资表和考勤记录，交叉检查了其它一些记录，如仓库进出库记录，和员工进行了访谈，没有发现不一致。	
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	23/03/2020	175820	B	B	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
attendance record machine.JPG



External photo(s) of the production unit(s)
BSCI COC posted.JPG



External photo(s) of the production unit(s)
cutting workshop.JPG



External photo(s) of the production unit(s)
drinking water.JPG



External photo(s) of the production unit(s)
emergency evacuation plan.JPG



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



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



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)
Finding 7.17 no needle guard for the sewing machine.JPG



External photo(s) of the production unit(s)
Finding 7.17 no pulley guard for the sewing machine.JPG



External photo(s) of the production unit(s)
Finding 7.22 no privacy door for the toilet.JPG



External photo(s) of the production unit(s)
Finding 7.7 no content label for the engine oil container.JPG



External photo(s) of the production unit(s)
Finding 7.9 no warning sign for electrical danger.JPG



External photo(s) of the production unit(s)
Finding 7.9 no warning sign for high temperature.JPG



External photo(s) of the production unit(s)
fire alarm and button.JPG



External photo(s) of the production unit(s)
fire extinguishers.JPG



External photo(s) of the production unit(s)
fire hydrant.JPG



External photo(s) of the production unit(s)
first aid kit.JPG



External photo(s) of the production unit(s)
functional emergency light.JPG



External photo(s) of the production unit(s)
functional fire alarm.JPG



External photo(s) of the production unit(s)
functional fire hydrant.JPG



External photo(s) of the production unit(s)
inspecting workshop.JPG



External photo(s) of the production unit(s)
no smoking sign.JPG



External photo(s) of the production unit(s)
packing material warehouse.JPG



External photo(s) of the production unit(s)
packing workshop.JPG



External photo(s) of the production unit(s)
raw material warehouse.JPG



External photo(s) of the production unit(s)
safety exit sign and emergency light.JPG



External photo(s) of the production unit(s)
sewing workshop.JPG



External photo(s) of the production unit(s)
suggestion box.JPG



External photo(s) of the production unit(s)
toilet paper and soap in the toilet.JPG