
Auditee :	FOSHAN CITY SHUNDE DISTRICT BEIDAO ELECTRICAL APPLIANCE INDUSTRY CO., LTD
Audit Date From :	06/07/2020
Audit Date To :	07/07/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Ted Zhang(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
Access www.bsplatform.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 amfori consent.

This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p style="text-align: center;">A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p style="text-align: center;">B Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p style="text-align: center;">C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p style="text-align: center;">D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p style="text-align: center;">E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p style="text-align: center;">Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information



Name of producer :	FOSHAN CITY SHUNDE DISTRICT BEIDAO ELECTRICAL APPLIANCE INDUSTRY CO., LTD		
DBID number :	402258		
Audit ID :	185679		
Address :	6th Floor, Unit 3, Building 6, Gaozanzhifuyuan, Xingtan, Shunde, Foshan		
Province :	Guangdong	Country :	China
Management Representative :	Yezheng Li		
Contact person:	Yezheng Li	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Home appliances
Product Type :	Induction Cooker, Infrared Cooker, Double- Induction Cooker, Double-Infrared Cooker, multi-Induction Cooker, and multi-Infrared Cooker		

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 : 07/07/2021	

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	A	A	A	B	D	A	A	A	A	A	C	A

Executive summary of audit report

This was the full audit on the basis of the fully-announced type.

The auditee of FOSHAN CITY SHUNDE DISTRICT BEIDAO ELECTRICAL APPLIANCE INDUSTRY CO., LTD (佛山市顺德区北导电器实业有限公司) was actual located at: 6th Floor, Unit 2, Unit 3, and Unit 4, Building 6, Gaozanzhifuyuan, Xingtan, Shunde District, Foshan, Guangdong, China (中国广东省佛山顺德杏坛高赞智富园6栋602、603和604). The address in the auditee's business license was written as: 佛山市顺德区杏坛镇二路8号顺德智富园6栋603 (translating to English language is: 6th floor, Unit 3, Building 6, Shundezhifuyuan, No.8 Erhuan Road, Xingtan Town, Shunde District, Foshan City). Confirmed with factory management team, they used the address of "6th Floor, Unit 3, Building 6, Gaozanzhifuyuan, Xingtan, Shunde, Foshan, Guangdong, China" (中国广东省佛山顺德杏坛高赞智富园6栋603) for their business and operation activities. It was noted that the writings of the above-mentioned addresses were for the same current audit site. Therefore, the auditee's address in this report was written as: 6th Floor, Unit 3, Building 6, Gaozanzhifuyuan, Xingtan, Shunde, Foshan, Guangdong, China (中国广东省佛山顺德杏坛高赞智富园6栋603). The auditee owned all the production areas of 6th Floor, Unit 2, Unit 3, and Unit 4 of 7-storey Building 6. It was noted that Unit 1 of 6th floor with other floors were used by other independent companies. There were total 11 buildings in the boundary of Gaozanzhifuyuan (Industrial Park) and there were tens of different companies inside. No transportation, dormitory or catering facility was provided to workers.

There were total 66 workers hired directly by the factory. No subcontracted labor, dispatched worker, home worker, or part-time worker was found during this audit. No security guard was hired by the auditee.

The auditee mainly manufactured the Induction Cooker, Infrared Cooker, Double- Induction Cooker, Double-Infrared Cooker, multi-Induction Cooker, and multi-Infrared Cooker. The main production processes were product development, electronics (including soldering, heat sink, painting), assembly (including pressing, cleaning, repairing), aging, testing, QC and Packing. As per management, there was no obvious peak or low season in the past one year.

Remark:

1. The factory was cooperative to this audit. All areas were open for site tour and documents were presented for review in time. Worker interviews were conducted without any obstruction. Necessary photos were taken with approval from the factory management. During the close meeting, they demonstrated a willingness to improve all issues found in the audit.
2. A) There was no agencies /contractor used by the auditee, which made the agency labour contract / contractor license / permit not applicable. B) There was no collective bargaining agreement signed between the auditee and workers. C) There was no government waiver (such as overtime waiver and social insurance waiver, etc.) applied for this factory.
3. The ID Number of APSCA Registered Auditor: 21701883.

Ratings Summary



Auditee's background information			
Auditee's name :	FOSHAN CITY SHUNDE DISTRICT BEIDAO ELECTRICAL APPLIANCE INDUSTRY CO., LTD	Legal status :	Limited Company
Local Name :	佛山市顺德区北导体电器有限公司 (统一社会信用代码: 91440606338029695R)	Year in which the auditee was founded :	2015
Address :	6th Floor, Unit 3, Building 6, Gaozanzhifuyuan, Xingtan, Shunde,	Contact person (please select) :	Yezheng Li
Province :	Guangdong	Contact's Email :	alex@amorzs.com
City :	Foshan	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Cantonese
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	N22°46'8.78" E113°11'27.56"	Total turnover (in Euros) :	8000000.00
Sector :	Non-Food	Of which exports % :	50.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	50.00
If other, please specify :		Production volume :	770,000 pieces per year
Product Group :	Home appliances	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Induction Cooker, Infrared Cooker, Double- Induction Cooker, Double- Infrared Cooker, multi-Induction Cooker, and multi-Infrared Cooker		

Auditee's employment structure at the time of the audit			
Total number of workers :	66	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	33	33	
Temporary workers	0	0	
In management positions	5	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	17	16	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	33	33	
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 - 185679] Audit Date: 06/07/2020 PA Score: D

Deadline date:30/06/2021

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The factory had established the systematic social compliance management manual, social compliance policies and procedures. Yezheng Li / Factory manager who was with social compliance management experience and knowledge was appointed as the management representative. The social compliance training was provided to workers regularly. The amfori BSCI COC in Chinese language was displayed in the factory. The management procedures regarding monitoring the social performance of the business partners were established, and the monitoring reports for the significant business partners were available for review. The cost calculating and the production planning were maintained and presented for review. However, gap had been identified in implementation as follows.

工厂建立了系统的社会责任管理手册，社会责任政策和程序。工厂任命李业正厂长作为管理者代表。工厂定期给工人提供了社会责任的培训。在工厂张贴了中文版本的amfori BSCI行为守则。工厂已经建立商业伙伴的社会责任管理程序，并且保留了主要商业伙伴的审核报告。工厂提供了成本核算和生产排期表供审核。然而，在实施过程中存在以下差距。

- 1.1 -** The management system to implement amfori BSCI Code of Conduct was insufficient: It was noted that the monthly overtime hours were exceeding the legal standard systematically in the past one year. Although the factory had established the social goals about the monthly overtime controlling within 36 hours, but there was no detail implementation plans to reduce the monthly overtime hours effectively. The management representative stated that there was no implementation plans to reduce the overtime hours step by step, and they claimed that they arranged overtime on the basis of the order planning, work force, and machinery, etc. Interviewed workers reported that their monthly overtime hours were more than 36 hours regularly.

工厂实施amfori BSCI行为守则的管理系统不足：审核发现工厂过去一年的月加班时间系统性超过法律的规定。工厂虽然建立了关于控制月加班时间在36小时以内的社会责任目标，但是没有具体的实施计划来有效减少月加班时间。管理者代表确认工厂没有建立逐步减少加班工时的实施计划，同时表示他们根据订单安排、劳动力和机器等来安排加班。访谈的工人汇报他们的月加班时间通常超过36个小时。

- 1.3 -** The factory had not communicated with significant business partners about the amfori BSCI COC or "TOI for the Business Partners".

工厂没有和主要的商业伙伴沟通amfori BSCI行为守则或者“商业伙伴专用实施条款”。

- 1.4 -** According to finding of 6.2, the monthly overtime hours were systematically exceeding 36 hours of the legal limit in the past one year. The production planning was not properly organized to meet the legal requirement of overtime hours. The management representative stated that the production capacity was based on order planning, work force, and machinery, etc., but they were still difficult to control monthly overtime currently.

根据6.2发现点，过去一年的月加班时间系统性超过法定的36小时。工厂没有依据法律规定的加班时间合理制订生产计划。管理者代表表示生产产能都是基于订单安排、劳动力和机器等情况来确定的，但是他们目前依然很难控制月加班在36小时以内。

Remarks from Auditee:

NONE

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 185679] Audit Date: 06/07/2020 PA Score: A

Deadline date:31/12/2020

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The factory had defined the social long term goals in accordance with the amfori BSCI standards and requirements. It was noted that there were 2 worker representatives freely elected by workers themselves on 5 November 2019. Regular communication meetings about the social compliance improvement between the management and the workers representative were held every 3 months and the last meeting was on 9 April 2020. The amfori BSCI COC in Chinese language was displayed in the factory. Workers knew their basic rights and duties. It has been noted that the factory had established the grievance mechanism. No actual grievance case was noted during this audit. However, gap had been identified in implementation as follows.

工厂已经根据amfori BSCI的标准合要求制定了社会责任长期目标。工人在2019年11月5日自由选举了2名工人代表，管理层和工人代表每3个月举行社会责任改善的会议，最近的会议在2020年4月9日。在工厂张贴了中文版本的amfori BSCI行为守则。工人知道他们基本的权利和义务。工厂建立了申诉机制。本次审核没有发现有实际的投诉案例。然而，在实施过程中存在以下差距。

- 2.2 -** The factory had established the social long term goals according to the amfori BSCI standards and requirements; however, no detail implementation plans to achieve these goals were defined, especially the goals about controlling the monthly overtime hours within the legal requirement and improving the social insurances coverage step by step.

工厂根据amfori BSCI的标准和要求制定了社会责任长期目标，但是工厂没有制定达成这些目标的具体实施计划，特别是控制月加班时间符合法律规定以及逐步增加社保覆盖率的目标。

Remarks from Auditee:

NONE

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 185679] Audit Date: 06/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: The factory had established the freedom of association and collective bargaining management policy and procedure. Worker's rights on freedom of association and collective bargaining were regulated in the written procedure. During this audit, no evidence was collected to show that the factory was opposed to freedom of association. 工厂针对自由结社和集体谈判建立了政策和程序。工人的自由结社和集体谈判权利在书面程序中得以定义。本次审核没有证据显示工厂反对自由结社。	
Remarks from Auditee: NONE	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 185679] Audit Date: 06/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: The factory had established the anti-discrimination policy and procedure. The factory regulated that there was no discrimination based on age, race, gender, marriage status, pregnancy status, HIV or Hepatitis B testing at Hiring. It was noted that worker was not required to provide the health check report upon on boarding. There was no discrimination about religion, origin, political affiliation or age when recruiting process and working process. Workers were provided with the anti-discrimination training in April 2020. Workers had basic understanding about anti-discrimination. During this audit, no discrimination case was found in the factory. 工厂建立了禁止歧视的政策和程序。工厂规定在招聘时不可以涉及关于年龄，种族，性别，婚姻状况，怀孕测试，爱滋病，乙肝病病毒携带测试等不招聘的规定。工人在入职时候不用提供体检报告；在入职时和工作中也无宗教，出身，政治倾向和年龄等歧视。工人在2020年4月接受了禁止歧视的培训。工人对反歧视有基本的了解。本次审核没有发现工厂有歧视的情况存在。	
Remarks from Auditee: NONE	

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 185679] Audit Date: 06/07/2020 PA Score: B

Deadline date:30/06/2021

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The factory had established the wage and benefit procedure. Wage was paid by cash on or before 30th of each month for the previous wage cycle. During this audit, the latest payment cycle was May 2020. Total 12 workers' payroll records from June 2019 to May 2020 were sampled for review. All workers were paid at least RMB10.34/hour on hourly rate basis (equal to about 1800/month), which was higher than the local legal minimum wage RMB9.89/hour or RMB1720/month since 1 July 2018. It was noted that 150% and 200% of normal rate would be compensated for overtime on normal working days and Saturdays respectively (No overtime on Sunday or national holiday was conducted in the past one year). In addition, the factory had paid the position allowance to workers. No any illegal deduction was applied for this factory. Workers were paid with the annual leave in accordance with the legal standard. The factory paid sufficient leave wages during the Corona virus outbreak in January and February 2020. The factory had provided the social insurances to 12 workers. The factory had provided the commercial injury insurance to another 50 workers who were not covered in the social insurances (insured by PICC with insurance period from 2 July 2020 to 1 July 2021). However, gaps had been identified in implementation as follows.

工厂建立了工资福利管理程序。工资于每月30日或之前以现金方式发放上个月工资。本次审核，最近的工资支付周期是2020年5月。总共12名抽样工人从2019年6月到2020年5月的工资记录供审核。所有工人工资按时核算，最低10.34元/时（相当于约1800/月），高于2018年7月1日开始的当地最低工资标准9.89元/时或1720元/月。工作日和周六的加班费分别按平时工资的150%和200%来执行（过去一年没有周日或节假日加班）。另外，工厂给工人提供了岗位津贴。工资没有非法的扣款。工厂给工人按照法律要求支付了年休假。工厂在2020年1月和2月新冠爆发期间的放假时间支付了足额的工资。工厂给12名工人购买了社会保险。工厂给另外50名没有覆盖到社会保险的工人提供了商业意外险（通过中国人民财产保险股份有限公司投保，保险期限从2020年7月2日至2021年7月1日）。然而，在实施过程中存在以下差距。

- 5.5 - There were total 66 workers working in the factory during this audit. The social insurance receipts and online social insurance purchasing system from June 2019 to June 2020 were provided for review. As per the social insurance receipts and online social insurance purchasing system in June 2020, only 12 workers were provided with 5 types of the social insurances including the work-related injury, unemployment, retirement, medical and child-bearing insurances. Therefore, the factory failed to provided any 5 types of social insurances to another 54 eligible workers. The factory management stated that those workers were not willing to have the social insurances in this factory because that they had already had social insurances in their hometowns. The factory could provide the social insurances to them if workers were willing to participate in the social insurances at any time. However, the factory did not collect any evidence about those workers' payment of the social insurances in their hometowns. In addition, there was no implementation plan or corrective actions to improve the social insurances coverage step by step. Interviewed workers reported that they were not willing to have the social insurance in this factory because that they had social insurances in their hometowns. However, the factory did not collect any evidence about those workers' payment of the social insurances in their hometowns. Reference law: PRC Labor Act, Article 72. Remark: 1. The factory did not have any dispatching worker, part-time worker or student worker; there was no new workers after the latest social insurance payment. 2. Another 50 workers were provided with the commercial injury insurance. 本次审核全厂有66名工人。工厂提供了2019年6月到2020年6月的社保缴费凭证和网上社保缴费系统供审核。根据提供的2020年6月的社保缴费凭证和网上社保缴费系统，工厂只给12名工人提供了5种的社会保险包括工伤、失业、养老、医疗、生育保险。因此，工厂没有给另外54名具备资格的工人提供任何的5种社会保险。管理层表示工人这些工人不愿意在本厂参加社保因为他们已经在自己的家乡参加了社保。如果工人愿意参保，工厂可以随时给他们提供社保。但是，工厂没有收集工人在自己家乡购买社保的付款证据。另外，管理层确认工厂没有建立逐步增加社保覆盖率的实施计划和改进措施。访谈的工人表示他们不愿意在本厂参加社保因为他们已经在自己的家乡参加了社保。但是，工厂没有收集工人在自己家乡购买社保的付款证据。参考法规：中国劳动法第72条。备注：1.工厂没有派遣工、兼职工或学生工。工厂在最近一次缴纳社保后没有新入职的工人。2.给其他50名工人提供了商业意外险。

Remarks from Auditee:

NONE

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 185679] Audit Date: 06/07/2020 PA Score: D

Deadline date:30/06/2021

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The factory had established the working time management procedure. The computerized attendance system by finger-printing attendance machine was used to record worker's daily attendance. During this audit, 12 workers' time records from 1 June 2019 to 6 July 2020 of the first audit day were sampled for review. Workers attendance information was recorded at the beginning and end of each working shift. Standard working hour system was implemented. Normal working time was 8 hours per day and 5 days per week, at least one day off following six consecutive working days. Workdays were defined from Monday to Friday, and rest days were on Saturday and Sunday. No peak or low season was reported in the last one year. All workers worked in one shift: 08:00 to 12:00, 13:30 to 17:30. Overtime on regular days were 2 hours from 18:00 to 20:00 and maximum 5 times per week. Saturday overtime was conducted 8 hours regularly. Sunday was guaranteed as the rest day. The maximum weekly working hours were 58 hours including 40 regular hours and 18 overtime hours. In addition, the maximum daily and monthly overtime hours were 2 hours and 84 hours (August 2019) respectively. From 1 July to 6 July, 2020, the max. overtime hours were 14 hours. Workers could ask for leaves freely. All overtime was at workers' own will. However, gaps had been identified in implementation as follows.

工厂建立了工作时间管理程序。工人使用指纹打卡机的电脑考勤系统记录日常的出勤。本次审核12名抽样工人2019年6月1日到2020年7月6日审核第一天的考勤记录供审核。工人的每个班次的起止时间都有记录。工厂采用五天八小时的标准工时制度。连续上班六天后休一天。工作日定义为周一至周五，周六及周日为休息日。过去一年没有汇报有旺季或淡季。所有工人一班制：08:00到12:00，13:30到17:30。正常工作日加班2小时，从18:00到20:00，每周最多5次；周六通常加班8小时。周日确保为休息日。周上班时间最高58小时，包括40小时正班时间和18小时加班时间。另外，日加班和月加班最多分别为2小时和84小时（2019年8月）。2020年7月1-6日，最大加班为14小时。工人可以自由请假。所有的加班工人均自愿选择。然而，在实施过程中存在以下差距。然而，在实施过程中存在以下差距。

- 6.2 - During this audit, 12 sampled workers' time records from 01 June 2019 to 06 July 2020 of the first audit day were reviewed. It was noted that the monthly overtime hours in the months of from June 2019 to June 2020 were exceeding 36 hours of the legal limit. The time records in August 2019 (random month), December 2019 (random month), and May 2020 (last payment month) were used as the calculation samples. It was noted that 12 out of 12 sampled workers' monthly overtime hours in August 2019 were exceeding 36 hours, maximum 84 hours; 12 out of 12 sampled workers' monthly overtime hours in December 2019 were exceeding 36 hours, maximum 76 hours; 12 out of 12 sampled workers' monthly overtime hours in May 2020 were exceeding 36 hours, maximum 72 hours. Although the factory had established the social goals to reduce the overtime hours, there was no record about the implementation plans to control the monthly overtime hours within legal requirement. The management team confirmed that workers' monthly overtime hours were regularly exceeding 36 hours per month in the past one year. The management representative stated that the production capacity was based on order planning, work force, and machinery, etc., but they were still difficult to control monthly overtime within 36 hours currently. Interviewed workers reported that their monthly overtime hours were regularly exceeding 36 hours per month in the past one year. Overtime was conducted at their own willing. They were willing to have appropriate overtime, and they did not have any complaint about the overtime hours. Reference law: PRC Labor Act, Article 41. (The factory did not provide the comprehensive working hours system waiver for review).

本次审核查看了12名抽样工人从2019年6月1日到2020年7月6日审核第一天的考勤记录。发现从2019年6月到2020年6月的月加班时间均超过法律规定的36小时。选取2019年8月（随机月份）、2019年12月（随机月份）和2020年5月（最近发工资月份）总共三个月的考勤记录作为统计样本，发现12/12名工人在2019年8月的月加班超过36小时，最高84小时；12/12名工人在2019年12月的月加班超过36小时，最高76小时；12/12名工人在2020年5月的月加班超过36小时，最高72小时。工厂虽然建立了控制月加班时间符合法律规定的目标，但是未能提供具体的实施计划来控制月加班时间符合法律的要求。管理层表示过去一年每个月通常有36个小时以上的加班时间。管理者代表表示生产产能都是基于订单安排、劳动力和机器等情况来确定的，但是他们目前依然很难控制月加班在36小时以内。受访工人表示过去一年每个月通常有36个小时以上的加班时间。加班是自愿的，他们愿意有适当的加班，目前他们对加班时间没有抱怨。参考法规：中华人民共和国劳动法第41条。（工厂没有提供综合计时批文供查看。）

Remarks from Auditee:

NONE

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 185679] Audit Date: 06/07/2020 PA Score: A

Deadline date:31/12/2020

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

Remark: No transportation, dormitory or catering facility was provided to workers. Thus 7.21, 7.23 and 7.24 were rated as "N/A". The factory had established the health and safety management procedure. Health and safety trainings such as the topics of PPE usage, chemical safety, machine safety, fire safety, emergency accident handling, etc. were provided to workers regularly. Yezheng Li / Factory Manager who was with health and safety management experience and certificate was appointed to responsible for the health and safety representative. The health and safety committee was established, the previous health and safety meeting was held on 10 April 2020. Last fire drill was conducted on 16 May 2020. Relevant training records and photos were maintained. There were sufficient fire extinguishers, fire hydrants, and fire alarms, etc. in the production area and warehouse. Fire hydrant was tested during this audit. The factory could use the fire hydrant normally. Emergency exits and evacuation routes were clear of obstacle, and equipped with emergency lights and exit signs properly. Internal fire safety team maintained all firefighting facility regularly. The building safety certificate and fire safety certificate for this production building were obtained by the factory. Drinking water was available to workers free of charge. The testing report of potable water with acceptable result was issued by qualified third party in August 2019. Three first aiders were trained and certified by local qualified hospital. The quick medical agreement to response in case of trauma or serious illness happen was signed between the factory and nearby hospital. The first aid boxes with sufficient first aid items were provided in production and warehouse areas. Eye wash station was equipped next to the chemical using area. Chemical was labelled properly with secondary containment and MSDS. However, gaps had been identified in implementation as follows.

备注：工厂没有为工人提供交通工具、宿舍或餐厅设施。因此7.21、7.23和7.24评为“不适用”。工厂建立了健康安全管理程序。工厂给工人定期提供了健康安全的培训比如关于劳保用品的使用、化学品安全、机器安全、消防安全、紧急事故处理等。工厂任命具备健康安全管理和证书的李业正/厂长作为管理者代表为健康安全代表。工厂成立了健康安全委员会，最近举行的健康安全会议是在2020年4月10日。最近的演习在2020年5月16日举行。并保留了相关记录和照片。车间和仓库有足够的灭火器、消防栓和警铃等。本次审核期间测试了消防栓。工厂能正常使用消防栓。安全出口和疏散通道上没有堵塞，恰当安装了应急灯和出口标识。内部的消防小组定期检查所有的消防设备。工厂取得了厂房竣工验收证明和消防验收证明。工厂给工人提供了免费的饮用水。饮用水检测报告显示结果合格，由有资质的第三方在2019年8月出具。3名急救员接受当地有资质的医院培训取得相应的资格。同时工厂和附近的医院签署了紧急救护协议以应对突发的伤害或严重疾病。工厂在生产区域和仓库区域提供了药箱并配备足够的药品。在化学品使用区域的附近安装了洗眼器。化学品有合适的标签，有二次容器和物质安全资料表。然而，在实施过程中存在以下差距。

- 7.1 - No pre-job or post-job occupational health check was provided to workers who engaged in operation exposed to occupational disease hazardous factors (such as chemical engagement in the cleaning positions, pressing positions, and painting positions, smoke dust involvement in the soldering positions, etc.). Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35. 工厂没有给暴露于职业病风险岗位的工人（比如接触化学品的擦拭岗位、压板岗位、和刷漆岗位，接触烟尘的焊锡岗位等）提供岗前或离岗职业健康体检。参考法规：中华人民共和国职业病防治法第35条。
- 7.2 - It was noted that 4 out of 66 workers were not provided with injury insurance. (Remark: As per the social insurance receipts and online social insurance purchasing system, only 12 workers were provided with the work-related injury insurance in June 2020. In addition, another 50 workers were provided with the commercial injury insurance). Reference law: PRC Labor Act, Article 72. 工厂没有给4/66名工人提供工伤保险（备注：根据提供的社保缴费凭证和网上社保缴费系统供审核，工厂在2020年6月只给12名工人购买了工伤保险。另外，给其他50名工人提供了商业意外险）。参考法规：中国劳动法第72条。
- 7.3 - The health and safety risk assessment report showed that the factory did not identify the potential risk factors causing by other companies in the same production building. 健康安全风险评估报告显示工厂没有识别同一栋生产楼内其他公司可能产生的潜在风险因素。
- 7.6 - The factory only provided the disposal sanitary masks instead of the carbon-active protective masks to those pressing workers, soldering workers, painting workers and cleaning workers. Reference Law: People's Republic of China on the Prevention and Control of Occupational Diseases Article 22. 工厂只给压板工人、焊锡工人、刷漆工人和擦拭工人提供了一次性卫生口罩而不是活性炭口罩。参考法规：中华人民共和国职业病防治法第22条。
- 7.17 - During onsite tour, it was noted that the control panels on the packing machines in the packing workshop were only labelled in English language instead of Chinese language. Reference law: Work Safety Law of the People's Republic of China, Article 32. 现场巡查发现包装车间的包装机上的控制面板只用英文标识而不是中文。参考法规：中华人民共和国安全生产法第32条。
- 7.25 - No local ventilation facility was equipped for the soldering positions of the repairing areas in assembly lines. Reference law: Hygienic standards for the design of industrial enterprises, Article 6.1.1 2. 组装线上维修区域的焊锡工位没有安装局部抽风设施。参考法规：工业企业设计卫生标准第6.1.1条。

Remarks from Auditee:

NONE

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 185679] Audit Date: 06/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

NONE

AREAS OF IMPROVEMENT:

The factory had established the prohibition use of child labor and the remediation on child labor management procedures. The factory reviewed, validated and kept on file legal proof of age documentation upon hiring a candidate. There was no child labor was found during this audit. The youngest worker was over 19 years old. 工厂建立了禁止使用童工以及童工拯救管理程序。工厂在招聘工人时，有审核、验证身份证，并保存其复印件。本次审核没有发现工厂使用童工。工人年龄都大于19岁。

Remarks from Auditee:

NONE

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 185679] Audit Date: 06/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: The factory had established the young worker management procedure. During this audit, no juvenile worker was hired by the factory. During this audit, the youngest worker was above 19 years old. Thus 9.6 was rated as "N/A". 工厂建立了书面的未成年工管理程序。本次审核发现工厂没有使用未成年工。本次审核最年轻的工人19岁以上。因此9.6评为“不适用”。	
Remarks from Auditee: NONE	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 185679] Audit Date: 06/07/2020 PA Score: A	Deadline date:31/12/2020
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: The factory had established the hiring management procedure. Labor contract was signed on the boarding day between the factory representative and worker. It was noted that the service period in the labor contract was 3 years normally. Copy of the signed labor contract was issued to each worker. It was noted no home worker, dispatched worker, part-time worker, or apprentice identified. However, gaps had been identified in implementation as follows. 工厂建立了招聘管理程序。充足的证据显示工厂代表与工人在报到当天签订书面的劳动合同，劳动期限通常为3年。给每个工人发放了签订的劳动合同副本。没有发现工厂使用家庭工、派遣工、兼职工人、或学徒工。然而，在实施过程中存在以下差距。 10.2 - It was noted that the clause of the occupational disease hazards (such as chemical engagement in the cleaning positions, pressing positions, and painting positions, smoke dust involvement in the soldering positions, etc.) was not included in relevant worker's labor contract. Reference Law: Article 33 of Law of the People's Republic of China on Prevention and Control of Occupational Diseases. 劳动合同中没有包括相关工人的职业病风险（比如接触化学品的擦拭岗位、压板岗位、和刷漆岗位，接触烟尘的焊锡岗位等）的条款。参考法规：中华人民共和国职业病防治法第33条。	
Remarks from Auditee: NONE	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 185679] Audit Date: 06/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: The factory had established written procedure to guarantee no bonded labour. Satisfactory evidence was collected to show that the factory did not engage in any form of servitude, forced, bonded, trafficked or non-voluntary labour. Satisfactory evidence was collected to show that the factory did not subject workers to inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse. There was no illegal or unreasonable clauses in the established disciplinary procedures. No migrant workers was hired by the factory. Relevant training was provided to workers in April 2020. 工厂建立了书面的程序保证不雇佣抵债工。充足的证据显示，工厂未雇佣任何形式的劳役，强迫，抵债，贩卖，非自愿工人。充足的证据显示工厂对员工进行非人道或有辱人格的待遇，体罚，精神或肉体压迫以及/或者语言的侮辱。厂纪厂规未发现有不合理或不合法的条款。工厂没有聘用外籍劳工。工厂在2020年4月给工人提供了相关的培训。	
Remarks from Auditee: NONE	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 185679] Audit Date: 06/07/2020 PA Score: C	Deadline date:31/12/2020
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The factory had established the written management system to protection of the environment. The factory had finished the online national waste discharge registration. During this audit, the factory had printed out the Waste Discharge Registration Form for review. The environment protection management training was provided to workers regularly. No environment accident was found in the past one year. The factory had established the management procedures and plans on saving the natural resources and energy such as the electricity and water. However, gaps had been identified in implementation as follows.</p> <p>工厂建立了书面的环境保护管理体系。工厂办理了在线的国家排污登记，本次审核期间工厂打印了排污登记表供查看。工厂定期给工人提供了环境管理知识的培训。过去一年没有发现有环境事故。工厂已经建立节约自然资源和能源（如水、电）的管理程序和计划。然而，在实施过程中存在以下差距。</p> <p>12.1 - 1. The factory could not provide the environmental risk assessment form for review. 2. The factory could not provide the environment impact assessment report or the approval of the environment impact assessment report for review during this audit. Reference Law: Environmental Impact Assessment law, Article 16 and 22. 1.工厂未能提供环境的风险评估表供查看。2.本次审核工厂未能提供环境影响评价报告表或批复供查看。参考法规：中华人民共和国环境影响评价法第16条和22条。</p> <p>12.4 - It was noted that there were some chemicals (such as paint, machine cleaner and machine oil, etc.) used in the factory, thus hazardous waste of empty chemical containers were produced. However, the factory did not sign any hazardous waste treatment contract with qualified recycler. Reference law: Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, Article 57. 审核发现工厂使用一些化学品（比如油漆、抹机水和机油等），所以会产生化学品空桶的危险废弃物。但是工厂没有与有资质的回收商签订任何的危险废弃物处理合同。参考法规：中华人民共和国固体废物污染环境防治法，第57条。</p>	
Remarks from Auditee: NONE	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 185679] Audit Date: 06/07/2020 PA Score: A	Deadline date:30/06/2021
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The factory had established the business ethics procedures. The factory had identified the situations and activities where acts of corruption, extortion or bribery are most likely to occur in its context regularly. Training about the management procedure of ethical business behavior was provided to workers regularly. Satisfactory evidence showed that the auditee actively opposed any act of corruption, extortion or embezzlement, or in any form of bribery in its activities as a business enterprise. There was no evidence was collected to show that there was corruption or bribery case in the past. No falsifying information identified during the audit. The information protection management procedure was established.</p> <p>工厂建立了商业道德程序。工厂针对商业企业活动中出现的任何腐败、敲诈或挪用公款、或贿赂行为定期进行风险识别评估。工厂定期给工人提供了反腐败和反贿赂的培训。充足的证据显示工厂反对任何形式的腐败、敲诈、侵占及贿赂。没有证据显示过去发生过腐败或贿赂的案例。未发现有篡改的信息。工厂建立了信息保护管理程序。</p> <p>13.2 - The address in the business license failed to show the complete accurate using areas of the auditee. It was noted that the factory actual scope was including 6th Floor, Unit 2, Unit 3, and Unit 4, Building 6, Gaozanzhifuyuan, Xingtan, Shunde District, Foshan, GuangDong, China. However, the address in the business license was only 6th Floor, Unit 3 of Building 6. Reference law: Enterprises Legal Representative Registration Management Regulation of the People's Republic of China, Article 17. 营业执照上的地址未能显示受审核方完整的准确使用的区域。审核发现工厂的实际范围包括中国广东佛山顺德杏坛高赞智富园6栋602、603和604。但是营业执照上的地址只有6栋的603。参考法规：中华人民共和国企业法人登记管理条例第17条。</p>	
Remarks from Auditee: NONE	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	06/07/2020	185679	D	A	A	A	B	D	A	A	A	A	A	C	A	C

Producer Photos



External photo(s) of the production unit(s)
01 Auditee on 6F of No.6 building.JPG



External photo(s) of the production unit(s)
02 Floor information.JPG



External photo(s) of the production unit(s)
03 Entrance of the auditee.JPG



External photo(s) of the production unit(s)
04 Auditee layout 602 603 and 604.JPG



Photo of the inside of the main production hall
01 Electronics.JPG



Photo of the inside of the main production hall
02 Heat sink.JPG



Photo of the inside of the main production hall
03 Painting.JPG



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



Photo of the inside of the main production hall
05 Pressing.JPG



Photo of the inside of the main production hall
06 Cleaning.JPG



Photo of the inside of the main production hall
07 Repairing.JPG



Photo of the inside of the main production hall
08 Aging.JPG



Photo of the inside of the main production hall
09 Testing.JPG



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



Photo of the inside of the main production hall
11 Product development room.JPG



Photo of the inside of the main production hall
12 Electronics warehouse.JPG



Photo of the inside of the main production hall
13 Raw materials warehouse.JPG



Photo of the inside of the main production hall
14 Packing materials warehouse.JPG



Photo of the inside of the main production hall
15 Finished products warehouse.JPG



Photo of the inside of the main production hall
16 Attendance machines.JPG



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



Photo of the inside of the main production hall
18 Machine safety warning.JPG



Photo of the inside of the main production hall
19 Cargo lifts.JPG



Photo of fire safety equipment
01 Fire door.JPG



Photo of fire safety equipment
02 Exit door open outward.JPG



Photo of fire safety equipment
03 Evacuation plans.JPG



Photo of fire safety equipment
04 Exit sign for evacuation route.JPG



Photo of fire safety equipment
05 Emergency light for evacuation route.JPG



Photo of fire safety equipment
06 Evacuation route.JPG



Photo of fire safety equipment
07 Fire alarm with fire hydrant.JPG



Photo of fire safety equipment
08 Inspection records of fire hydrant.JPG



Photo of fire safety equipment
09 Fire extinguishers.JPG



Photo of fire safety equipment
10 Testing fire hydrant.JPG



Photo of fire safety equipment
11 Electrical safety device with warning sign.JPG



Photo first aid facilities
Eye wash station.JPG



Photo first aid facilities
First aid kit.PNG

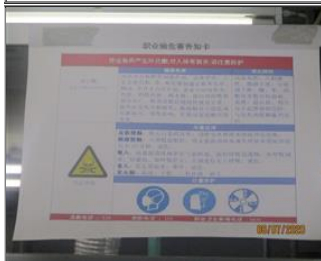


Photo of the personal protection equipments (if applicable)
Poster of the occupational hazardous factors.JPG



Photo of the sanitary facilities
Drinking water.JPG



Photo of the sanitary facilities
Toilet.JPG



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



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



Photo of the code of conduct on display
The amfori BSCI COC displayed onsite.JPG



Photo of non-conformity
NC 1.1 1.4 6.2 Monthly OT exceeding 36 hours.JPG



Photo of non-conformity
NC 10.2 Clause of the occupational disease hazards was not included in labor contract.JPG



Photo of non-conformity
NC 13.2 The address in the business license failed to show the complete accurate using areas of the .JPG

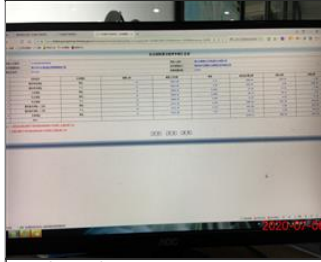


Photo of non-conformity
NC 5.5 Only 12 workers were provided with social insurances.JPG



Photo of non-conformity
NC 7.17 Control panels on the packing machines were only labelled in English language.JPG



Photo of non-conformity
NC 7.25 No local ventilation facility was equipped for the soldering positions of the repairing area.JPG



Photo of non-conformity
NC 7.3 Factory did not identify the potential risk factors causing by other companies.JPG



Photo of non-conformity
NC 7.6 Only provided the disposal sanitary masks to cleaning workers.JPG



Photo of non-conformity
NC 7.6 Only provided the disposal sanitary masks to painting workers.JPG



Photo of non-conformity
NC 7.6 Only provided the disposal sanitary masks to pressing workers.JPG



Photo of non-conformity
NC 7.6 Only provided the disposal sanitary masks to soldering workers.JPG