

Producer : -----

DBID : 3510** and Audit Id : 546**
Audit Type : Full Audit

Audit Date : 08/08/2016

Auditee : -----

Audit Date From : **08/08/2016**

Audit Date To : **09/08/2016**

Expiry Date of the Audit : **08/08/2017**

Auditing Company : **CTI (Centre Testing International Corporation)**

Auditor's Name(s) : **Jason Tang(Lead)**

Auditing Branch (if applicable) :



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

Rating	A combination of ratings per performance area where:	Consequence
A OUTSTANDING	<ul style="list-style-type: none"> o Minimum 7 performance area rated A o No Performance area rated C, D or E <p><i>These are three examples:</i></p> <p>A A A A A A A A A A A A A A A</p> <p>A A A A A A A A A A A B B B</p> <p>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 needing follow-up audit.
B GOOD	<ul style="list-style-type: none"> o Maximum 3 performance area rated C o No performance area rated D or E <p><i>These are three examples:</i></p> <p>A A A A A A B B B B B B B</p> <p>A A A A A B B B B B B B C</p> <p>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 needing follow-up audit.
C ACCEPTABLE	<ul style="list-style-type: none"> o Maximum 2 performance areas rated D o No performance area rated E <p><i>These are three examples:</i></p> <p>A A A A A A A A C C C C</p> <p>A A A A B B B C C C D</p> <p>C C C C C C C C C C D D</p>	The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.
D INSUFFICIENT	<ul style="list-style-type: none"> o Maximum 6 performance area rated E <p><i>These are three examples:</i></p> <p>A A A A A A A A A D D D</p> <p>A A A B B B C C C D D D E</p> <p>D D D D D D D E E E E E E</p>	The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.
E UNACCEPTABLE	<ul style="list-style-type: none"> o Minimum 7 performance areas rated E <p><i>These are three examples:</i></p> <p>A A A A A A E E E E E E E</p> <p>A A B B C D E E E E E E E E</p> <p>E E E E E E E E E E E E E</p>	BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners
Zero Tolerance	A Zero Tolerance issue was identified (see Annex 5)	Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.

Main Auditee Information



Name of producer :	-----		
DBID number :	3510**		
Audit ID :	546**		
Address :	-----		
Province :	-----	Country :	China
Management Representative :	-----		
Contact person:	Pingzhi Hu	Sector :	Non-Food
Industry Type :	Sports equipment and sportwear	Product group :	sports equipment
Product Type :	Vacuum Flask		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	B		
Need of follow-up :	Yes	If YES, by : 09/08/2017	

Rating per Performance Area (PA)

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

Executive summary of audit report

This is a limited company. They have started their operation at the existing location since 2013.

A total of 98 employees including 52 male employees and 46 female employees are currently working in the factory. There are 83 migrant employees. All employees are hired by the factory directly. There were 98 employees present on the day of audit.

In view of the facilities, the factory rented one 6-storey buildings as office, one 4-storey building as production floor and warehouse from Zhejiang Yonagkang Huabao Appliance Co., Ltd.. No dormitory or canteen is available for employees.

The employees work for 5 days a week in one shift. The normal working hour is from 8:00 to 17:00 with 1 hours' break from 11:30 to 12:30. The electronic attendance system is used for time keeping and every employee should record their time when they go in and out the workshop. Employees' wages are calculated on an hourly-rated basis and paid monthly at 30th in each month. No obvious low and peak season in this factory.

Remark:

During this audit, payrolls from July 2015 to Jun 2016 and attendance records from July 01, 2015 to August 7, 2016 were provided and reviewed.

Ratings Summary 

Auditee's background information			
Auditee's name :	-----	Legal status :	Limited Co
Local Name :	-----	Year in which the auditee was founded :	2013
Address :	-----	Contact person (please select) :	-----
Province :	-----	Contact's Email :	-----
City :	-----	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	Nil	Total turnover (in Euros) :	6000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Sports equipment and sportwear	Of which domestic market % :	0.00
If other, please specify :	N/A	Production volume :	300000 PCS in each month
Product Group :	sports equipment	Production cost calculation :	No
If other, please specify :	N/A	Lost time injury calculation cost :	No
Product Type :	Vacuum Flask		

Auditee's employment structure at the time of the audit		
Total number of workers :	98	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	52	46
Temporary workers	0	0
In management positions	6	6
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	45	38
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	52	46
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 - 54631] Audit Date: 08/08/2016 PA Score: D Deadline date:09/10/2016

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
 Based on site observation, management and workers' interview and document review, the auditee had pointed one manager to ensure the BSCI program are followed in satisfactory manner. And the BSCI Code of Conduct had been posted on site for employees' knowledge. The producer had established a qualified suppliers list. They required all suppliers to sign a commitment regarding social responsibility. For main suppliers, they conducted on-site assessment to evaluate their performance and the relevant report and corrective action were kept for tracking. However, based on satisfactory evidence, the main auditee did not respect this principle.
 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有指定1名管理层来确保BSCI项目执行情况。现场有张贴BSCI行为准则, 方便员工了解。受审核方建立了一份合格供应商名单。他们要求所有的供应商签一份社会责任承诺书。对于主要的供应商, 他们会进行现场评估其供应商的表现, 并保存相关的报告及整改资料以便跟进。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。

1.1 - It was noted the social management system was not implemented effectively, and some non-compliance was detected on Performance area 1, 5, 6, 7, 12 & 13.
 管理体系不完善, 在执行领域1, 5, 6, 7, 12 & 13有发现不符合项。

1.4 - It was noted that the auditee had no workforce capacity plan which should be properly organized to meet the expectations of the delivery order and/or contracts.
 受审核方没有劳动力的容量规划以适当安排满足交付订单和/或合同的期望。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 54631] Audit Date: 08/08/2016 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
 Based on site observation, management and workers' interview and document review, the auditee had established the management procedure to ensure the workers involvement and information exchange on workplace issue. (Please refer to PA3 for detail on workers representative.) The auditee established annual training plan to provide training to employees to know their right and responsibility. Based on satisfactory evidence, the main auditee respected this principle.
 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立程序来选举员工代表, 确保员工的参与及在工作问题上的交流。(有关员工代表的内容参考PA3。)受审核方制定了年度的培训计划, 提供培训让员工了解自己的权利与职责。基于令人满意的证据, 主要受审核方尊重这个原则。

Remarks from Auditee:

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

Full Audit [Audit Id - 54631] Audit Date: 08/08/2016 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
 Based on site observation, management and workers' interview and document review, there was no labor union in the company, but there were employee representatives voted by all employees in the auditee. Current four employee representatives were voted by all employees on July 13, 2015. The last meeting between employee representatives and management was conducted on April 30, 2016. Employees could raise their concerns through suggestion box, employee representatives or management directly. Based on satisfactory evidence, the main auditee respected this principle.
 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方没有工会, 但是有由所有员工选举的员工代表。本届4名员工代表于2015年7月13日由所有员工选举产生。员工代表与管理层最近一次会议是2016年4月30日召开。工人可以通过意见箱、工人代表, 或直接向管理层反映自己的意见。基于令人满意的证据, 主要受审核方尊重这个原则。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 54631] Audit Date: 08/08/2016 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee established the Anti-discrimination policy and implemented it accordingly. Management and workers stated that the auditee prohibited pregnancy testing as a condition of employment or continued employment. Through documents review (such as personnel files, labor contracts, payroll records, attendance records and resignation records), management interview and works interview, no evidence showed that discrimination existed in the company. Based on satisfactory evidence, the main auditee respected this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立反歧视的政策, 并按要求执行。管理层及员工称被审核方严禁把做怀孕测试作为雇佣或继续雇佣的条件。通过文件审核(如人事档案、劳动合同、工资表、考勤记录及辞工记录)、管理层访谈、员工访谈, 未发现歧视。基于令人满意的证据, 主要受审核方尊重这个原则。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 54631] Audit Date: 08/08/2016 PA Score: B	Deadline date:09/10/2016
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, employees were paid no less than local minimum wage, the company paid 150%, 200% and 300% of normal rate wages for overtime hours on normal working days, rest days and official public holidays respectively. Through labour contracts review, management interview and employees interview, employees were paid on hourly rate basis at the end of each month by cash. Furthermore, the company would provide benefits such as sick leave, annual leave, childbearing leave and work-related injury leave, etc according to local law requirement. However, based on satisfactory evidence, the main auditee did not respect this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 员工的工资不低于当地的最低工资, 受审核方在平日加班、休息日及法定假日加班分别支付正常工资的1.5倍、2倍、3倍。通过查看劳动合同、管理层访谈及员工访谈, 员工工资是计时的, 在每月月底发放现金。此外, 公司按法规要求提供福利, 如病假、年假、产假及工伤假等。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。 5.5 - Through reviewing the social payment receipt of June 2016, noted that the factory only provided five social insurances for 30 employees of total 98 workers at the factory, which violated principle 5.5& PRC Labor Law article 72&73. 根据工厂提供6月份的社保显示工厂只给98名员工中的30名员工提了五种社会保险。违反了《中华人民共和国劳动法》第72、73条的规定以及BSCI行为准则5.5的要求)	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 54631] Audit Date: 08/08/2016 PA Score: D	Deadline date:09/10/2016
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established working hours policy and procedure. Verified with worker interview, all workers worked on voluntary basis. According to the randomly selected 12 samples' records, the regular working hours were 8 hours per day and 40 hours per week; the maximum daily overtime hours were 3 hours, the maximum monthly overtime hours were 91 hours. The maximum continuous working days were 6 days. However, based on satisfactory evidence, the main auditee did not respect this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立工时政策、程序。员工访谈确认, 员工加班是自愿的。根据随机抽取的12个样板记录显示, 正班工时为每天8小时, 每周40小时; 日加班时间最多为3小时, 每月加班时间最多为91小时。最多连续工作6天。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。 6.2 - Noted that the monthly overtime hours of 12 out of 12 randomly selected workers were 66-83 hours in June 2016(Most current month), 40-91 hours in April 2016 (random month), 40-88 hours in January 2016(random month). 随机抽查12名工人在2016年6月的月加班时间为66-83小时, 2016年4月为40-91小时, 2016年1月为40-88小时, 超过法规36小时。	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 54631] Audit Date: 08/08/2016 PA Score: B Deadline date:09/10/2016

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
Based on site observation, management and workers' interview and document review, the main auditee had established policy on health and safety and implement it accordingly, such as one manager was appointed to in charge of health and safety issues, safety training would be provided for employees regularly. However, based on satisfactory evidence, the main auditee did not respect this principle.
根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立健康安全政策并按时要求执行, 如, 指定一名管理层负责健康安全事宜, 定期给员工提供安全培训。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。

7.3 - It was noted that all 14 workers in forming workshop/ 7 workers in polishing workshop/13 workers in paniting workshop have not conducted occupational health examination.According to the PRC Law of Prevention and Control of Occupational Diseases article 32, 审核发现工厂成型车间14名工人/抛光车间7名工人/喷漆车间的13名工人均没有做过职业病体检, 根据《中华人民共和国职业病防治法》第三十二条。

7.5 - It was noted that there were no sufficient evidences to prove that the factory had established an efficient training system: Although the factory maintained related training records, the factory did not provide the training materials, training schedules and the training examinations for review. 无充分证据表明工厂建立了有效的培训体系: 虽然工厂提供了相关的培训记录供审核, 但是工厂没有提供培训教材、培训计划以及员工的培训考核等供审核。

7.6 - It was noted that some workers did not wear safety goggles in polishing workshop,according to the PRC Safety Manufacturing Law article 49. 审核发现抛光车间部分工人没有佩戴防护眼镜。根据《中华人民共和国安全生产法》第四十九条

7.17 - It was noted that 3 out of 13 workers in welding workshop did not obtained the proper license, according to the PRC Labor Law article 55. 审核发现工厂焊接车间13人中三名工人没有获得焊接作业证书, 根据《中华人民共和国安全生产法》第二十三条。

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 54631] Audit Date: 08/08/2016 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding prohibition child labor and remedial measure on child labor. As per procedure on hiring and HR management, the company would authenticate ID cards through eye-measurement, interview, physical appearance comparison.During this audit, through documents review (reviewing personnel file, identification card and roster, etc), workers interview and management interview, there was no child labor and young worker identified. The youngest worker hired by the company was 18 years old. Based on satisfactory evidence, the main auditee respected this principle.
根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立禁止使用童工的程序及童工补救措施。依照程序及HR管理层, 公司会通过目视、访谈、与员工比对等方式去鉴别身份证。在本次审核中, 通过文件审核(如人事档案、身份证、员工花名册等)、员工访谈及管理层访谈, 没有发现童工及未成年工。最小员工的年龄是18岁。基于令人满意的证据, 主要受审核方尊重这个原则。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 54631] Audit Date: 08/08/2016 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding Young Worker Protection Management Procedure and implemented it accordingly. No young worker was found during this audit. The youngest worker hired by the company was 18 years old. Based on satisfactory evidence, the main auditee respected this principle.
根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立未成年工人保护程序, 并按要求执行。本次审核, 未发现未成年工。最小员工的年龄是18岁。基于令人满意的证据, 主要受审核方尊重这个原则。

Remarks from Auditee:

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 54631] Audit Date: 08/08/2016 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding Hiring Procedure and implemented it accordingly. The auditee signed labor contract with each employees within one month after hiring and employees obtained one copy. Based on satisfactory evidence, the main auditee respected this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立雇佣程序, 并按要求执行。受审核方在员工入职一个月内与每位员工签订劳动合同, 同时会给一份复印件给员工。基于令人满意的证据, 受审核方尊重这个原则。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 54631] Audit Date: 08/08/2016 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding on prohibition bonded labor and implemented it accordingly. No deposit or ID card was withheld by the auditee. No illegal disciplinary measure was noted in this audit. No bonded labor was found during this audit. Based on satisfactory evidence, the main auditee respected this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立强迫劳动程序, 并按要求执行。受审核方没有收押金或扣押证件。没有发现违法的纪律处罚。本次审核, 未发现强迫劳动。基于令人满意的证据, 主要受审核方尊重这个原则。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 54631] Audit Date: 08/08/2016 PA Score: B	Deadline date:09/10/2016
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established the procedure to ensure its business model in line with local environmental law. However, based on satisfactory evidence, the main auditee did not respect this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立程序来确保其生产活动符合当地环境法规。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。 12.3 - It was noted that the factory has not obtained the environmental protection Acceptance check report for their completed construction project. According to Article 17 of the Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project. 审核中发现工厂没有提供其建设项目竣工环境保护验收报告。根据《建设项目竣工环境保护验收管理办法》第十七条	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 54631] Audit Date: 08/08/2016 PA Score: A	Deadline date:09/10/2016
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established Anti-bribery And anti-corruption Procedure, and they had given training to employees for this issue. However, based on satisfactory evidence, the main auditee did not respect this principle. 根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立反贿赂及反腐败的程序, 并给员工提供相关的培训。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。 13.1 - It was noted that the factory did not conduct the risk on corruption and bribery and did not establish the action to prevent it. 工厂没有识别哪些活动容易出现腐败及贿赂, 并制定相关政策防止发生。	
Remarks from Auditee:	

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Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	08/08/2016	54631	D	A	A	A	B	D	B	A	A	A	A	B	A	B

Producer Photos



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



Photo of the inside of the main production hall
MSDS and warning sign posted.JPG



Photo of fire safety equipment
fire alarm.JPG



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



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



Photo of fire safety equipment
fire extinguishers and hydrant.JPG



External photo(s) of the production unit(s)
gate and security room.JPG



Photo of the inside of the main production hall
paint spraying 1.JPG



Photo of the sanitary facilities
attendance system machine.JPG



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



Photo of the inside of the main production hall
paint spraying 2.JPG

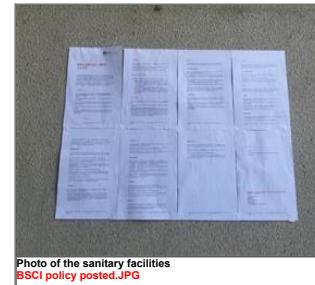


Photo of the sanitary facilities
BSCI policy posted.JPG



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



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



Photo of the sanitary facilities
cups.JPG



Photo of the inside of the main production hall
cardboard warehouse.JPG



Photo of the inside of the main production hall
warning sign.JPG



Photo of the sanitary facilities
drinkable water.JPG



Photo of the inside of the main production hall
chemical storage room.JPG



Photo of fire safety equipment
backup power.JPG



Photo of the sanitary facilities
eye washing machine.JPG



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



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



Photo of the sanitary facilities
suggestion box.JPG



Photo of the inside of the main production hall
Forming 1.JPG



Photo of fire safety equipment
emergency meeting point.JPG

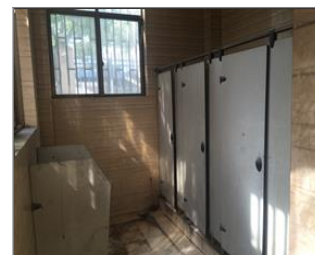


Photo of the sanitary facilities
Toilet.JPG



Photo of the inside of the main production hall
Forming 2.JPG



Photo of fire safety equipment
evacuation plan.JPG



Photo of non-conformity
NC-did not wear safety goggles.JPG

Producer : -----

DBID : 3510** and Audit Id : 546**
Audit Type : Full Audit

Audit Date : 08/08/2016



Photo of the inside of the main production hall
Forming 3.JPG