
Auditee :	HEBEI SENBAI CLOTHING CO.,LTD.
Audit Date From :	07/01/2019
Audit Date To :	07/01/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Johnson Song(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.bsciplatform.org, for entitled users only.

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the 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
A Very Good	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated A No Performance Areas rated C, D or E These are three examples: A B B B B A A A A A A A A B 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 B A A A A A B B B B B B B B C B B B B B B B B B B C 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 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	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 :	HEBEI SENBAI CLOTHING CO.,LTD.		
DBID number :	386475		
Audit ID :	141913		
Address :	THE EAST SIDE OF GONG XING STREET SOUTH SECTION, BAIXIANG COUNTY, XINGTAI		
Province :	Hebei	Country :	China
Management Representative :	Leran WANG		
Contact person:	Leran WANG	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	ordinary clothing(coats)		

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 type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" 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 : 07/01/2020	

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	A	A

Executive summary of audit report

HEBEI SENBAI CLOTHING CO.,LTD. was located at THE EAST SIDE OF GONG XING STREET SOUTH SECTION, BAIXIANG COUNTY, XINGTAI CITY, HEBEI PROVINCE, CHINA (中国河北省邢台市柏乡县工兴街南段路东). The total building area occupied by the facility was about 2800 square meters. The auditee was established in March 2015. In view of factory, the factory was made up of part of one flat building for workshop, warehouse and office. No dormitory, kitchen or canteen was provided. No any-subcontracted labor was in the facility. There was no obvious peak month in the facility. The main products manufactured by the facility was ordinary clothing (coats). The main production processes were listed as follows: cutting, sewing, stuffing if needed, finishing, inspection and packing. The factory management was cooperative throughout the audit and agreed all finding at the close meeting.

Remark:

- The facility established in March 2015 at EAST SIDE OF THE COURT,NORTH OF THE ROAD BAIXIANG COUNTY,XINGTAI CITI,HEBEI PROVINCE(河北省邢台市柏乡县法院东侧路北). The facility moved to current address THE EAST SIDE OF GONG XING STREET SOUTH SECTION, BAIXIANG COUNTY, XINGTAI CITY, HEBEI PROVINCE, CHINA (中国河北省邢台市柏乡县工兴街南段路东) in 2017, and updated its business license address on 12 December, 2017. Through management interview, worker interview and facility tour, it was confirmed that the old address did not use. The facility did not trade with foreign countries, thus the facility did not update its foreign trade operation certificate. Moreover, the address in the amfori BSCI platform was Gongxing Street, Development Zone, Baixiang Count, Xingtai, Hebei, China, this address was the same location with the facility current address, but only the English translation was different. Finally, the facility confirmed that the facility used the address "THE EAST SIDE OF GONG XING STREET SOUTH SECTION, BAIXIANG COUNTY, XINGTAI CITY, HEBEI PROVINCE, CHINA (中国河北省邢台市柏乡县工兴街南段路东)" in the report, which was consistency with the business license address.
- In the current address, the auditee only rented part of one flat building for workshop, warehouse and office. No dormitory, kitchen or canteen was provided. The landlord was Baixiang County Songwang Textiles Co., Ltd. The landlord mainly weaved grey fabric, which was different product with the auditee. The buildings usage situation in this address was as below: one 4-storey building was used for office by the landlord, one flat building used as workshop and warehouse by the landlord, one flat building was used as warehouse by the landlord, one flat building was shared by auditee, landlord and one private person (the auditee used part as workshop, warehouse and office; the landlord used part as warehouse; the rest one room used as packing workshop and office by one private person, this person operated the casting iron kitchen appliances through e-commerce, and his workshop only have packing process, he only did not apply business license). No worker was borrowed during different factories. No business relationship was during different factories. The auditee provided the building rent agreement and landlord business license for review in this audit. Thus the audit scope only covered the auditee used part of the flat building.
- a) No contractor was used by the auditee, which makes the contractor license/permit not applicable; b)No agency was used by the auditee, which makes the agency labour contract not applicable; c)No government waivers such as Comprehensive Working Hours System waiver, social insurance waiver and etc. were obtained by the auditee, which makes the government waivers not applicable; d)No collective bargain agreements existed in the factory, which makes the collective bargain agreements not applicable; e)The auditee did not obtain fire-related licenses such as approval for fire safety design, fire certificate or registered record, which makes the fire-related licenses not available; f)The auditee did not obtain structural/stability licenses such as building construction safety certificate or registered record, which makes the structural/stability licenses not available.

Ratings Summary



Auditee's background information			
Auditee's name :	HEBEI SENBAI CLOTHING CO.,LTD.	Legal status :	Ltd. company
Local Name :	河北森柏服饰有限公司 (9113052432968513XB)	Year in which the auditee was founded :	2015
Address :	THE EAST SIDE OF GONG XING STREET SOUTH SECTION, BAIXIANG COUNTY,	Contact person (please select) :	Leran WANG
Province :	Hebei	Contact's Email :	hebeisenbai@163.com
City :	XINGTAI	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 :	N37°28'58" E114°39'49"	Total turnover (in Euros) :	2600000.00
Sector :	Non-Food	Of which exports % :	70.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	30.00
If other, please specify :		Production volume :	150000 pieces per year
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	ordinary clothing(coats)		

Auditee's employment structure at the time of the audit			
Total number of workers :	48	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	0	0	
Temporary workers	3	45	
In management positions	2	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	3	45	
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 - 141913] Audit Date: 07/01/2019 PA Score: D

Deadline date:30/12/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The auditee had established CSR management system to implement the amfori BSCI Code of Conduct. Mr. Leran WANG / General manager was appointed as management representative and he was in charge of following up on the finding report, administrating the grievance mechanism, identifying the law and regulation; the auditee conducted regularly internal audit for CSR performance, and the latest internal audit was on 26 March, 2018. The auditee established supplier management procedures, monitored its all major suppliers social performance and its all major suppliers (such as fabric supplier, packing material supplier and etc.) signed amfori BSCI COC and amfori BSCI TOI.
 被审核方建立了社会责任管理系统去保证amfori BSCI行为守则被遵从。王乐然先生/总经理被任命为管理者代表，并负责跟进问题、处理投诉、识别法律法规；工厂定期开展社会绩效情况的内部审计，最近一次内审是2018年3月26日。企业建立了供应商管理程序，监控了其所有主要供应商的社会责任表现，其所有主要供应商(如面料供应商，包装材料供应商等)签署了amfori BSCI COC和amfori BSCI TOI。

- 1.1 - The facility established a management system to implement the amfori BSCI COC. However, the facility did not effectively implement the system.
 - 1) The facility established all kinds of CSR management procedures, but some procedures did not implement strictly implement, it caused some systemic issues such as monthly overtime hours, social insurance and etc. 2) The management stated that they clearly knew the issues in monthly overtime hours, social insurance, health & safety and etc. The facility had established the corrective action plan to correct these issues step by step. 3) The workers stated that the facility provided all kinds of training such as working hours, benefits, EHS, social responsibility and etc. Workers clearly knew these requirement. Workers' monthly overtime exceeded 36 hours, and worked overtime voluntarily. However, the facility ensure at least one day rest in one week. Workers did not want to participate in the social insurances voluntarily.

被审核方建立一个管理体系去执行amfori BSCI行为准则，但是企业没有有效运行该体系。1) 企业建立了各种社会责任管理程序，但是有一些程序没有严格按照规定执行，造成在一些方面存在系统性的问题比如月加班、社保等。2) 管理人员表示，企业清楚的知道企业存在问题，比如月加班时间、社保、职业健康等，企业已经制定了相关的整改计划来逐步改正存在的问题。3) 工人表示企业提供了各种培训，比如工作时间、福利待遇、健康安全环境，社会责任等，工人也清楚的知道这些要求。虽然工人的月加班那时间会超过36小时，但是工人自愿加班。企业会确保工人每周至少休息1天。工人自愿不参加社会保险。
- 1.4 - The facility established the production cost and capacity calculation procedure, but the some orders' delivery time were busy and led to the production plan could not be implemented, thus it caused the workers had excessive overtime work since the previous audit.
 企业建立了生产成本和产能计算程序，但是有一些订单的交期比较急，导致不能很好的实行生产计划，以致于工人存在月加班超时情况。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 141913] Audit Date: 07/01/2019 PA Score: A

Deadline date:30/03/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The facility established effective communication mechanisms in the facility such as suggestion box, worker representative and etc. These mechanisms were clearly known by all workers. There was no trade union in the facility. But there were 2 worker representatives in the facility, who were elected freely by workers on 4 January, 2018. The worker representatives and management communicated with management once per month. Workers clearly knew their rights and responsibilities such as the minimum wage requirement, how to pay the overtime wage, annual leave, maternity leave, marriage leave and etc. Through worker interview, document review and management interview, no grievance was reported in the past 12 months.
 企业建立了有效地沟通渠道比如意见箱、员工代表等。工人清楚的知道这些沟通渠道。企业内没有工会存在。工厂内有2名由工人自由选举的员工代表，选举时间是2018年1月4日。工人代表和管理每个月一次沟通。工人清楚的知道他们的权利和责任的比如最低工资的要求、加班费的支付、年假、产假、婚假等。通过员工访谈、文件查阅和管理人员访谈，再过去12个月中，没有员工进行过投诉。

- 2.5 - The auditee established the grievance mechanism such as suggestion, hotline, but the auditee did not conducted the grievance mechanism effectiveness assessment regularly. Remark: through review the grievance records, no complaint or grievance was report in the past 12 months. 企业建立了投诉机制比如意见箱、投诉热线，但是企业没有定期对投诉机制的有效性进行评价。备注：通过查阅投诉记录，过去12个月中没有抱怨或者投诉情况。

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 141913] Audit Date: 07/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The facility had established a written policy and procedure regarding the freedom of association and collective bargaining. Employee rights on freedom of association and collective bargaining were introduced in the written procedure. Orientation training and refreshing training were conducted to ensure employees know their rights. Two worker representatives were elected on 4 January, 2018 by workers freely. Workers; representatives could access to workers and workers were free to meet and discuss workplace issues in the facility during their break and before or after work.</p> <p>企业针对自由结社和集体谈判建立了书面的政策和程序。员工的自由结社和集体谈判权利在规定的程序中进行了介绍。新员工培训和定期的培训确保员工知道该权利。工人在2018年1月4日自由选举出了2名工人代表。员工代表在休息时间和上下班期间可以自由的会见员工并讨论工作场所问题。</p>	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 141913] Audit Date: 07/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory followed its prohibit discrimination policy in operation, which stated that the factory prohibited discrimination based on grounds of race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status. The factory treated employee friendly and with respect, no use or threats of violence. The factory has established grievance mechanism such as suggestion box, reporting to top manager through message or phone, employee could use the grievance mechanism without fear of reprisal. No discrimination issue was observed in this audit.</p> <p>企业在运行中遵守其制定的反歧视政策,不会因种族、肤色、年龄、性别、性取向、民族、疾病、怀孕、宗教、政治倾向、工会会员身份、婚姻状况而歧视员工。企业尊敬员工并友好地对待员工,不使用暴力或暴力威胁。企业已经建立申诉机制如意见箱或通过讯息或电话报告给最高层,工人可在不担心报复的情况下自如地使用申诉机制。本次审核没有发现歧视现象存在。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 141913] Audit Date: 07/01/2019 PA Score: B	Deadline date:30/12/2019
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The facility established the wage and benefits management procedures. Legal minimum wage was RMB 1480 per month since 1 July, 2017. Payrolls from December 2017 to November 2018 were reviewed. As shown in the payroll, paid annual leave and paid holidays were provided. Pay slip was issued to workers. In social responsibility management procedures, paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined. The whole month was counted as a wage calculation cycle, and the corresponding wage was paid around 15th of next month. Workers' wages were paid at hourly rate and by cash. The facility paid at least RMB 9.02/ hour, which was higher than the local minimum standard (RMB 1480/month, equal to RMB 8.51/hour). The facility paid 150%, 200% and 300% of regular rate for overtime on working day, rest day and holidays respectively.</p> <p>企业建立了工资和福利管理程序。法定最低工资自2016年7月1日开始为1480元/月。企业提供了2017年12月至2018年11月的工资记录供审核。工资表上显示,年休假工资和法定假日工资已支付。工资条会提供给员工。企业社会责任管理程序中,年休假,法定假,病假,婚假,生育假和丧假被清楚的写明。整个自然月为工资计算周期且下月的15日左右之前发上个自然月的工资。员工工资按时薪制现金发放,最低为人民币9.02元每小时,高于当地的最低工资标准(人民币1480元每月,等于人民币8.51元每小时)。平时加班、周末加班和节日加班按照平时工资的150%、200%和300%支付。</p>	
<p>5.5 - No employee had participated in the 5 social insurances (employment injury insurance, endowment insurance, basic medical insurance, unemployment insurance and maternity insurance). Remark: The management explained that they had asked workers if they wanted to participate in the social insurances at the facility, but all workers did not want to participate social insurances in the facility. The main reason was that workers needed paying personal parts of social insurances and it could not take back when they did not work in the facility. Moreover, all workers were from villages, and they had participated in the rural cooperative medical insurance and rural endowment insurance in their village. But the facility did not collect the detail information about the rural cooperative medical insurance and rural endowment insurance. The facility profit was low and the facility could not pay all the social insurances fee including the enterprise parts and personal parts for all workers. Thus the social insurances issue could not correct immediately. The facility would increase the ratio of participating social insurances step by step. There was no dispatched workers and other type of workers in the facility. All workers signed labor contract with the facility directly. There was no new worker joined the facility, and 6 retired worker in the facility. Reference Law: Social Insurance Law of the People's Republic of China, Article 10, Article 23, Article 33, Article 44 and Article 53</p> <p>没有员工参加5项社会保险(工伤保险、养老保险、医疗保险、失业保险和生育保险)。备注:管理人员解释企业询问过工人是否愿意缴纳社保,所有工人都愿意缴纳社保。主要原因是他们需要缴纳社会保险的个人部分,但是当他们不再工厂工作时,这部分费用不能够取回。另外所有工人都是来自农村,他们已经在农村参加了农村合作医疗保险和农村养老保险。但是企业没有收集员工具体参加农村作业医疗保险和农村养老保险的情况。企业利润比较低,不能承担所有工人的所有社保费用包括企业部分和个人部分。所以很难在社保上立即整改,企业将逐步增加参保比例。企业没有使用劳务派遣工等其他形式的工人,所有的工人都是和企业签署劳动合同,企业没有招聘新员工。企业内有6名退休返聘的工人。依据法律法规:《中华人民共和国社会保险法》第十条,第二十三条,第三十三条,第四十四条,第五十三条</p>	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 141913] Audit Date: 07/01/2019 PA Score: D

Deadline date:30/12/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The facility established the working hours management procedures. The facility used face identification attendance record system to record time in / out. The facility defined from Monday to Sunday as a week. Normal working hour is 8 hours per day and 5 days per week. All employees worked in one shift, which was 08:00-12:00, 13:30-17:30. Maximum 1.5 hour overtime per day, 15.5 hours overtime per week, 73 hours overtime per month and 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily. Attendance records from 1 December, 2017 to 7 January, 2019 were reviewed. 8 samples were selected from December 2018, November 2018, June 2018 and March 2018 respectively.

企业建立了工作时间管理程序。工厂使用指纹考勤记录员工进出时间。工厂定义周一到周日为每周。正常的工作时间为每天8小时，每周5天工作制。所有员工一班工作制：08:00-12:00，13:30-17:30。每天最多加班1.5小时，每周最多加班15.5小时，每月最多加班73小时，最多每工作6天会休息1天。通过员工访谈，员工确认加班均为自愿。工厂提供了从2017年12月1日的考勤到2019年1月7日的考勤记录。审核从2018年12月、2018年11月、2018年6月和2018年3月分别抽取了8个样本。

- 6.2 - The facility did not conduct the working hours control and did not track the overtime hours, it cased that 11 months' overtime hours exceeded 36 hours in the past one year. The management stated that they knew the monthly overtime hour requirement, and established the overtime hour management procedure, but the facility did not implement the procedure strictly. Moreover, the facility did not establish the working hours control and alarm system yet. Thus it caused the workers had excessive overtime work. However, the facility ensure at least one day rest in a week. All workers worked overtime voluntarily. The facility paid overtime wage according to the law requirement. Auditor selected 8 workers' attendance records from 4 months, it was noted that in November 2018, the monthly overtime hours of 8 out of 8 randomly selected employees were 65 hours; in June 2018, the monthly overtime hours of 8 out of 8 randomly selected employees were 70 hours; In March 2018, the monthly overtime hours of 8 out of 8 randomly selected employees were 73 hours; In December 2018, the monthly overtime hours of 8 out of 8 randomly selected employees were 71.5 hours. Remark: In January 2019 (form 1 January, 2019 to 7 January, 2019), the monthly overtime hours of 8 out of 8 randomly selected employees were 14 hour. Reference law: PRC Labor Law article 41

工厂没有对工作时间进行管控，并且没有追踪加班时间的情况，造成在过去一年中11个月的月加班超过36小时。工厂管理人员表示，他们知道月加班的要求，也制定了加班时间的管理程序，但是企业没有很好的执行该程序。企业还没有建立加班管控机制和预警机制。因此，造成工人有加班超时情况。但是企业确保了每周至少安排一天休息。员工也是自愿加班。企业按照法律要求支付了加班工资。审核员抽取了8名员工4个月考勤。发现：2018年11月8名员工的月加班为65小时；2018年6月8名员工的月加班为70小时；2018年3月8名员工的月加班为73小时；2018年12月，8名员工的月加班为71.5小时。备注：2019年1月（从2019年1月1日到2019年1月7日），所有8人月加班14小时。参考法律法规，中华人民共和国劳动法 第41条。

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 141913] Audit Date: 07/01/2019 PA Score: A

Deadline date:30/06/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The facility had established the health and safety management procedures and conducted health and safety risk assessment for production area. There was one occupational health and safety committee in the facility. The facility did not use hazardous chemical. All sewing machines were installed with belt guards and finger protection devices. The facility provided metal gloves to workers in the cutting workshop, masks to workers in the stuffing workshop. The facility arranged twice fire drills per year, the last fire drills were conducted on 6 November, 2018. Sufficient fire equipment were installed in workshop and warehouse such as fire extinguishers, fire hydrants, emergency light, exit sign, fire alarm and etc. These fire equipment were inspected monthly. The ventilation, lighting and cleanliness of workshops and warehouse were acceptable. Clean drinkable water were provided for free. All escape routes were unobstructed and were marked. There was no accident happened in the facility. Three first aiders were trained in this factory. The first aid boxes were available for all workers. Remark: The facility did not provide dormitory, canteen, kitchen or transportation for employees.

被审核方建立了健康管理程序,并且对于生产区域进行了健康安全风险评估。厂内有职业健康安全委员会。企业没有使用危险化学品。所有的缝纫机都安装了皮带罩和护指器。企业提供了金属手套给裁剪车间工人、口罩给充绒车间工人。工厂每年安排两次消防演习,最近消防演习时间是2018年11月6日。车间和仓库内安装了足够的消防设施,比如消防栓、灭火器、应急灯、安全出口标示、警铃等。企业每月检查一次这些消防器材。车间和仓库的通风、光线、清洁程度都是可以接受的。企业提供了免费的干净饮用水。所有的通道都是通畅和被标注。企业内部没有发生过工伤。工厂有3名急救员。所有工人都可以使用药箱。备注:企业没有给员工提供宿舍、食堂、厨房和交通。

- 7.1 - 1. Through document review, it was noted that the facility did not arrange the pre-job, on-job or post-job occupational diseases examination for workers in the stuffing workshop, who contacted with dust. The management agreed this finding and stated that they would contact relevant hospital and arrange the occupational diseases examination for relevant workers as soon as possible. Reference law : Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35 2. There were occupational hazard factors in the stuffing workshop (e.g. dust). However, the factory could not provide testing report of occupational hazardous factors for review. The management agreed this finding and stated that they would arrange the testing of occupational hazardous factors for as soon as possible. Reference law: Provisions on the Supervision and Administration of Workplace Occupational Health, Article 20.
1. 通过文件查阅发现,企业没有安排充棉车间接触粉尘的工人进行岗前、在岗和离岗职业病体检。管理人员同意这个问题,并且表示将联系相关医院,尽快安排相关工人进行职业病体检。参考法律法规:中华人民共和国职业病防治法第三十五条。2. 工厂充绒车间存在职业病危害因素(如,粉尘),但是,工厂未能提供该作业场所的职业危害因素监测报告以供审阅。管理人员同意这个问题,并且表示将尽快安排职业危害因素监测。参考法规:工作场所职业卫生监督管理规定,第20条。
- 7.2 - No employees had participated in employment injury insurance. Remark: no employee had participated in the commercial insurance. The facility established work-related injury management procedure. The facility would conduct corrective and preventive action if the accident or injury happened. Through review the work-related injury and employee interview, there was no accident or injury in the past one year. Reference Law: Social Insurance Law of the People's Republic of China, Article 33
没有员工参加工伤保险。备注,没有员工参加商业意外伤害保险。企业制定了工伤管理程序,如果发生工伤企业会进行纠正预防措施,但是通过查阅工伤记录和员工访谈,企业在过去一年里没有发生过工伤。依据法律法规:《中华人民共和国社会保险法》第三十三条
- 7.11 - The auditee did not provide fire safety certificate or construction completion inspection report for one flat building (the facility used part (about 2800 square meters) of this building for workshop, warehouse and office, total building area was about 6000 square meters), but the facility did not know the building completion construction time due to it was rented from the landlord). The management agreed this finding and would contact landlord to correct this finding. Reference law: PRC Fire Prevention Law article 11 and article 13, and PRC Construction Law Article 61
企业无法提供1栋1层建筑的消防验收报告和竣工验收报告(企业仅使用该建筑的一部分(约2800平方米)作为车间、仓库和办公室)。该建筑总的建筑面积约6000平方米。由于是租赁房东的建筑,工厂不知道该建筑供具体的竣工时间。管理人员同意该问题,并且将联系房东来改正这个问题。参考法律法规:《中华人民共和国消防法》第十一条和第十三条,和《中华人民共和国建筑法》第六十一条
- 7.22 - Through facility tour, it was noted that the facility did not install the privacy doors on the toilets. Moreover, the toilets were not clean. The management explained that all workers were from local villages, and the toilets situation was same as the villages. The facility did not received the complaint about the toilets.
通过现场走访发现企业没有在厕所内有安装隐私门。另外,厕所内不干净。管理人员解释所有的工人来自当地农村,厕所的情况和农村相同。企业没有收到过关于厕所的抱怨。

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 141913] Audit Date: 07/01/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The auditee had established systematic management procedure about Non- child labour. The auditee has established effective procedure to verify the workers' ages during the recruitment. Child labour procedure had clearly defined that the auditee prohibited recruiting the workers less than 16 years old. Child labour procedure had clearly defined that the remediation actions if the auditee employed by mistake in case, such as child labour would be transferred to their parent, provided the health examination and provided the necessary fund for finishing the basic education until no longer a child and so on. According to the site observation, personal file with ID copies review and employee interview, the auditee did not employ child labour or employee the child labour by mistake. The youngest employee was 25 years old.
受审核方在禁止童工执行领域建立系统的管理程序。在招聘过程中建立了有效的核查工人年龄的程序。童工程序已明确规定,该工厂禁止雇用不满16岁的工人。童工补救程序明确规定,如果工厂在错误情况下雇用了童工,则应采取补救行动比如将童工送回其父母身边,提供健康检查,为完成基础教育,提供必要的资金直到不再是童工,等等。根据现场观察,审查附有身份证复印件的人事档案和员工访谈,被审核方没有雇佣童工或者意外雇佣童工。最小的员工25岁。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 141913] Audit Date: 07/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Young workers protection procedure was established. The management knows the worker between 16 years old and 18 years old should be protected legally while working. Such as: provide pre-service health check free of charge and training, registration in local labor department and no poisonous and harmful position arranged etc. No young worker hired by the auditee. The risk assessment for young worker was conducted while the factory did not engage any young worker. The youngest age was 25 years old. As no juvenile worker was hired, 9.6 was rated as N/A 建立了未成年工保护程序。管理知道雇佣年龄在16-18周岁之间的工人在工作中应该依法进行保护,如:提供免费的体检、培训,在当地劳动部门备案以及不能安排有毒有害岗位等。被审核方内没有未成年工人。工厂没有聘用未成年工但工厂进行了有关未成年工的风险评估。最小年龄为25岁。由于没有未成年员工,9.6不适用。</p>	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 141913] Audit Date: 07/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The facility established the labor management procedure and employee manual. As the recruitment flow, the facility will sign labor contract with workers within one month, and the copy of labor contract was issued to each worker. The labor contract were local language (Chinese). The office staff checked workers' ID card and only kept one copy. The facility did not use the season workers or workers from agency. 企业建立了劳工管理程序和员工手册。依据招聘,企业在一个月和工人签署合同,劳动合同的副本提供给了每个工人。劳动合同是当地语言(汉语)。办公室人员检查员工的身份证件,并且保留一份复印件。被审核方没有使用季节工或者使用中介工。</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 141913] Audit Date: 07/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The facility established formal policy to prohibit the forced labor, disciplinary measure or prison labor, relevant training were provided to the workers and management. No personnel salary, benefits, property or documents were withheld by the facility to pressurize the workers to continue to work in case they were unwilling due to any reason. There was no visible restriction with regard to freedom of movement within the site or to leave the site. Employees were free to leave after the work. No forced labor was used in the facility. No deposit money or ID card was required to be logged by personnel for seeking the job in this company. No human trafficking was observed. 企业建立了禁止强迫劳动、处罚或监狱劳工,并对工人和管理人员进行了相关培训。企业没有扣押员工薪资、福利、财产以迫使员工在非自愿的情况下继续工作。在自由移动方面无限制,员工在下班后可以自由离开公司。企业无强迫劳动现象发生,无因获得工作而支付押金、扣押证件。无人人口贩卖情况发生。</p>	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 141913] Audit Date: 07/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The facility established environment management policy and procedure. The auditee obtained the environment impact assessment registration form. The main products manufactured by the facility was ordinary clothing (coats). The main production processes were listed as follows: cutting, sewing, stuffing if needed, finishing, inspection and packing. There was no hazardous waste, industrial air, industrial waste water from the facility. Remark: The facility did not need to obtain the pollution discharge permit. 企业建立了环境管方针和管理程序。企业获得了环境影响登记表。企业主要生产普通服装(外衣)。主要的生产工序为:裁剪、缝纫、充绒如果需要、检验和包装。企业内没有产生危险废弃物、工业废水、工业废气。备注:企业不需要获得排污许可证。</p>	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 141913] Audit Date: 07/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: The factory had established Anti-bribery and anti-corruption Procedure, and the facility provided relevant training for management and workers. In addition, the auditee had informed their suppliers of this requirement and all the suppliers had signed statements of complying with this policy. All the facility information, personal files, product information and etc. was not disclosure. The facility also established the privacy protection procedure. Through review the daily output records in all workshops, inspection records and warehouse in/out records, there was consistency with the attendance records. 企业已建立反贿赂、反腐败程序, 并且已向管理人员和工人进行了培训。此外, 企业已与其供应商沟通此要求, 供应商已签署廉政声明以符合该制度要求。所有工厂的信息、个人资料、产品信息等没有泄露。工厂也建立了保护工人隐私的程序。通过查阅所有车间的生产日报表, 检验记录和出入库记录, 都和考勤记录保持一致。	
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	07/01/2019	141913	D	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



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



Photo of fire safety equipment
Fire extinguisher.JPG



Photo of the inside of the main production hall
Attendance records machine.JPG



External photo(s) of the production unit(s)
Factory name (1).JPG



Photo of fire safety equipment
Fire hydrant testing (1).JPG



Photo of the inside of the main production hall
Belt guard for buttoning machine.JPG



External photo(s) of the production unit(s)
Factory name (2).JPG



Photo of fire safety equipment
Fire hydrant testing (2).JPG



Photo of the inside of the main production hall
Belt guard for sewing machine.JPG



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



Photo of fire safety equipment
Fire hydrant.JPG



Photo of the inside of the main production hall
Cutting workshop.JPG



Photo first aid facilities
First aid kit sign.JPG



Photo of fire safety equipment
Smoking detector.JPG



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



Photo first aid facilities
First aid kit.JPG

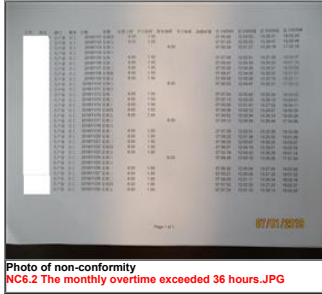


Photo of non-conformity
NC6.2 The monthly overtime exceeded 36 hours.JPG



Photo of the inside of the main production hall
Finger protection device.JPG



Photo of fire safety equipment
Emergency assembly point sign.JPG



Photo of non-conformity
NC7.22 No privacy doors on the toilets and the toilets were not clean.JPG



Photo of the inside of the main production hall
Finished product warehouse.JPG



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



Photo of the code of conduct on display
amfori BSCI COC and poster.JPG



Photo of the inside of the main production hall
Ironing process.JPG



Photo of fire safety equipment
Evacuation map.JPG



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



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



Photo of fire safety equipment
Evacuation passage.JPG



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



Photo of the inside of the main production hall
No burning sign.JPG



Photo of fire safety equipment
Fire alarm button.JPG



Photo of the personal protection equipments (if applicable)
Wear metal glove.JPG



Photo of the inside of the main production hall
No smoking sign.JPG



Photo of fire safety equipment
Fire alarm testing (1).JPG



Photo of the sanitary facilities
Drinking water containers.JPG



Photo of the inside of the main production hall
Occupational hazard factor notification.JPG



Photo of fire safety equipment
Fire alarm testing (2).JPG



Photo of the sanitary facilities
Drinking water.JPG



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



Photo of fire safety equipment
Fire alarm.JPG



Photo of the sanitary facilities
Toilet sign.JPG



Photo of the inside of the main production hall
Sewing workshop.JPG



Photo of fire safety equipment
Fire equipment inspection records.JPG



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



Photo of the inside of the main production hall
Stuffing process.JPG



Photo of fire safety equipment
Fire extinguisher in proper pressure.JPG



Photo of the inside of the main production hall
Air conditioner in workshop.JPG



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



Photo of fire safety equipment
Fire extinguisher usage instruction.JPG