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Auditee :	<b>Zhongshan United Star Electrical Appliance Manufacturing CO. Ltd</b>
Audit Date From :	<b>17/08/2020</b>
Audit Date To :	<b>18/08/2020</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>SGS</b>
Auditor's Name(s) :	<b>Mabel Liang(Lead)</b>
Auditing Branch (if applicable) :	<b>SGS CHINA</b>

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This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
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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;"><b>A</b></p> <p style="text-align: center;"><b>Very Good</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated A</li> <li>• No Performance Areas rated C, D or E</li> </ul> <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>
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A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p style="text-align: center;"><b>B</b></p> <p style="text-align: center;"><b>Good</b></p>	<ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> <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>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p style="text-align: center;"><b>C</b></p> <p style="text-align: center;"><b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> <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;"><b>D</b></p> <p style="text-align: center;"><b>Insufficient</b></p>	<ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> <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>
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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;"><b>E</b></p> <p style="text-align: center;"><b>Unacceptable</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> <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;"><b>Zero Tolerance</b></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 :	<b>Zhongshan United Star Electrical Appliance Manufacturing CO. Ltd</b>		
DBID number :	<b>383675</b>		
Audit ID :	<b>189947</b>		
Address :	<b>(self compiled 308 layer)NO.268 Dong Fu 3 Road, Dong Feng Town, Zhongshan</b>		
Province :	<b>Guangdong</b>	Country :	<b>China</b>
Management Representative :	<b>Haiping Wang</b>		
Contact person:	<b>Peiyu Wu</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Mechanical and electrical engineering</b>	Product group :	<b>Home appliances</b>
Product Type :	<b>Electric fan, portable air conditioner</b>		

**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 : 18/08/2021	

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	C	A	A	A	A	C	A

**Executive summary of audit report**

Zhongshan United Star Electrical Appliance Manufacturing CO. LTD (business license: 91442000584674235A) was established on 9 Oct. 2011 and located at (self compiled 308 layer)NO.268 Dong Fu 3 Road, Dong Feng Town, Zhongshan. The factory was focus on manufacturing Electric fan and portable air conditioner. The main production process flow was Injection, Hardware working, Assembling Packing, etc. The factory used two 2-storey production buildings (No.308 and No.309), and the 1st floor of one 4-storey building (No.310) as office, warehouses and workshops in Baode Industrial Park. A sub-contracted canteen was used outside the industrial park. During the audit, the management of the factory provided support to the auditor so that the audit had been carried out smoothly. Workers interviews were conducted in either individual or group in confidential manner. All interviewed workers were chosen by auditors without the influence from the management. The interviewed workers were cooperative with the interview and showed satisfying in working in the factory. Mr. Zhang Jie/Factory Manager and Mr. Huang Guang/Worker representative signed the onsite CAP after close meeting. The audit was conducted by Mabel Liang (APSCA Membership No.: RA21702068), begun at 09:30AM on 17 Aug.2020 and finished on 11:50PM on 18 Aug. 2020.

Remark: The factory also rented the 2nd floor of No.310 based on the lease contract, but the area had been subleased to its brother company: Zhongshan Xingbang Electric Appliance Manufacturing Co., Ltd.(中山市星邦电器制造有限公司), which was with individual business license and under the same group with the audited factory. Auditor conducted quick tour to "Xingbang", based on onsite observation and management interview, the two factories were managed separately. As result, the audit didn't cover the area of "Xingbang".

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Zhongshan United Star Electrical Appliance Manufacturing CO. Ltd</b>	Legal status :	<b>Ltd company</b>
Local Name :	中山市联星电器制造有限公司 (91442000584674235A)	Year in which the auditee was founded :	<b>2011</b>
Address :	<b>(self compiled 308 layer)NO.268 Dong Fu 3 Road, Dong Feng Town,</b>	Contact person (please select) :	<b>Peiyu Wu</b>
Province :	<b>Guangdong</b>	Contact's Email :	<b>berniers@unitedstar.com.cn</b>
City :	<b>Zhongshan</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>Cantonese</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>www.unitedstar.com.cn</b>
GPS coordinates :	<b>N22°41'14", E113°16'38"</b>	Total turnover (in Euros) :	<b>3600000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>90.00</b>
Industry :	<b>Mechanical and electrical engineering</b>	Of which domestic market % :	<b>10.00</b>
If other, please specify :		Production volume :	<b>1440000</b>
Product Group :	<b>Home appliances</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Electric fan, portable air conditioner</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>99</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>61</b>	<b>38</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>2</b>	<b>2</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>0</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>54</b>	<b>31</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>61</b>	<b>38</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>4</b>	<b>3</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>0</b>	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 189947] Audit Date: 17/08/2020 PA Score: D

Deadline date:18/08/2021

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation shows that the auditee partially fulfills the requirements of this performance area. The BSCI management system was established in factory. The factory had established policies and procedures of 13 performance areas according to BSCI Code of 2014 version, One senior management representative(Ms.Wang Haiping/Administration Supervisor) had been appointed in charging of implement of BSCI management system. Based on management interview, BSCI management representative knew clear about BSCI new Code. The factory established supplier social performance management system including establishing supplier management policy on BSCI, selecting the supplier according to the audit result, monitoring the social performance of supplier periodically. Monitoring records were provided during the audit. The factory had realistically calculated the costs of production and delivery times. The working hour management system has been established in factory. However, they did not execute it completely due to workers'working hours were not in line with legal requirement. The defect on the effectiveness of BSCI management system resulted in the issues of H&S, working hours and management system etc.during the audit, details as following:

综合概况：整体观察显示被审核方部分遵循该绩效区域的要求。工厂已建立BSCI管理系统，工厂根据BSCI2014新版本制定了13个绩效区域的政策和程序的文件，一名高级管理者代表(王海平女士/行政主管)被任命负责落实BSCI管理系统，根据管理层访谈，BSCI管理者代表清楚了解新的BSCI行为准则。工厂已建立供应链社会责任管理系统包括建立供应商管理政策，按照BSCI要求筛选并监控供应商社会责任绩效，审核过程中提供了监控记录。工厂了解如何计算生产产能和订单周期，工厂已建立工时管理系统。然而工厂在工作时间上未符合法规以及BSCI要求，因此工厂工时管理系统执行层面并不完善。由于BSCI管理系统有效性的缺失导致审核过程中存在关于健康安全,工时和管理系统等方面的问题，具体如下：

**1.1 -** The main auditee partially respected this principle because the defect of the management system effectiveness resulted in the issues on some PA, such as Health & Safety, Protection of the Environment, etc.  
被审核方部分遵循该准则，因为管理体系有效性存在缺失以致于工厂在部分绩效领域，如健康安全，保护环境等出现问题。

**1.4 -** The main auditee partially respects this principle. Because the factory had arranged the production plan according to the assessed production capacity and costs calculated, but the factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' OT hours exceeded local legal requirement.  
被审核方部分遵循该准则。工厂有依据评估的产能及成本能力安排生产计划，但是工厂未能有效的组织起生产能力以满足订单需求而导致员工的加班时间超出法规要求。

**Remarks from Auditee:**

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 189947] Audit Date: 17/08/2020 PA Score: A

Deadline date:18/08/2021

**GOOD PRACTICES:**

NONE

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation showed the auditee partially fulfills the requirement of performance area 2. The worker representatives had meeting with the management per half a year. According to interview statement with worker representative and workers, they were familiar with workplace-related issues, their labor right e.g. the law, work contracts, job description, working rules. The factory also provided on-board training on workers' right to workers. The auditee had set long term goals to protect workers according to the BSCI Code of Conduct. And it also track to status of goals. The auditee had a grievance mechanism: the mechanism consisted of worker representative and an open door policy on coming up with suggestion directly to workers' supervisor. However, gaps had been identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。员工代表每半年与管理层开会。根据员工代表及员工的访谈信息，员工代表以及员工都很清楚工厂场所相关信息，以及员工的劳工权利，例如劳动法，劳动合同，工作描述以及厂纪厂规等。工厂会给员工提供关于员工权利的入职培训。工厂根据BSCI行为守则设置了保护工人的长期目标。并跟踪了目标的状态。工厂已建立了申诉系统，员工可通过员工代表或主管进行沟通等方式提供投诉。不过工厂在以下方面和Amfori BSCI要求尚有差距：

**2.2 -** The main auditee partially respects this principle, long-term goals were established to protect workers according to the amfori BSCI Code of Conduct and detailed plan was established to achieve the goals, however, the factory didn't provide collected evidences of Year 2019 to indicate the compliance status.

被审核方部分遵循该准则，工厂根据BSCI行为准则定义长期目标来保护员工，制定了具体的计划以实现目标，但未收集2019年的符合证据以显示符合状态。

**Remarks from Auditee:**

<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
Full Audit [Audit Id - 189947] Audit Date: 17/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows that the auditee fulfills the requirements of this performance area. The factory respects the rights of workers to form unions in a free and democratic way and bargain collectively. No collective bargain was happened in factory. 3 worker representatives were available in factory, these representatives worked in the workshop with other workers together. No discrimination case was happened against them. Suggestion box was available in the factory and all workers can appeal through workers representatives, suggestion box or suggest to the management directly.</p> <p>综合概况: 整体观察显示被审核方遵循该绩效区域的要求。工厂尊重员工以自由和民主的方式去建立工会和集体谈判权。工厂未发生过集体谈判。工厂内有3名员工代表。这些员工代表与其他员工一起在车间工作, 没有被歧视。工厂设置了意见箱, 员工可以通过员工代表, 意见箱或直接反馈给管理层的方式进行申诉。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 189947] Audit Date: 17/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows that the auditee fulfills the requirements of this performance area. The discrimination policy was established in factory. According to management and workers interview, the factory did not discriminate workers due to their gender, age, marital status, political background etc., female workers and male workers had the same pay and working conditions as male workers; promotion was based on workers' ability and skill; training was based on working requirement. There was no evidence of discrimination in employment, promotion, compensation and etc.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了歧视政策。根据工厂管理层级员工访谈反馈, 工厂没有因员工的性别, 年龄, 婚姻状况, 政治背景等原因而导致任何歧视的发生, 男性和女性员工在工资工时等方面均保持平等, 员工的晋升仅基于员工的个人能力及表现, 并给予工作岗位的需求为员工提供培训。没有证据显示工厂有在工作, 晋升, 工资福利等方面存在歧视状况。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 189947] Audit Date: 17/08/2020 PA Score: B	Deadline date: 18/08/2021
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 5. The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave, maternity leave and paid annual leave etc. Based on the wages from Jul.2019 to Jun.2020 provided by the factory, workers' wages were paid at the end of following month by cash, the minimum wage paid by the factory was RMB2100 per month(RMB12.07 per hour), which was in line with the legal requirement. No other deduction except for tax and social insurance deduction was identified according to wages records of workers. The decent living wages was calculated during the audit. All these processes and evidences were cross checked by document review, worker interview and management interview.</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工资支付政策和福利政策, 福利政策包括给员工提供法定节假日, 病假, 婚假, 产假及带薪年假等假期。根据工厂提供的2019年7月至2020年6月的工资记录显示, 员工工资在下月月底现金支付。工厂给员工支付最低2100元每月(即12.07元每小时)的工资, 符合法规要求。根据员工的工资记录, 员工工资仅有税收和社保扣款, 无其它的扣款。工厂在审核中有核算公平工资水平。以上过程均用文件, 访谈等方式进行核实过。</p> <p><b>5.5 -</b> The main auditee does not respect this principle because the factory did not provide social insurance to all workers as per legal requirement. There were 99 employees in the factory, all employees were under retirement age and employed more than one month, which should be provided with social insurances. Based on provided social insurance payment records from May 2020 to Jul. 2020, the factory only provided medical, endowment, unemployment, child-bearing insurances and accident insurance to 16 employees. Moreover, the factory had provided commercial accident insurances for other employees, which was valid from 14 Apr. 2020 to 13 Apr.2021. Remark: Based on workers interview and management interview, other employees confirmed they had joined new rural social pension insurance and not willing to join social insurance, due to workers were not sure about the on-job time in the factory. No record about workers' new rural social pension insurance was provided for review.</p> <p>被审核方未遵循该准则, 因为工厂未按照法规要求给所有人员提供社保。工厂有员工99名, 所有员工低于法定退休年龄且工作满一个月需提供社保。根据工厂提供的2020年5月至2020年7月的社会保险缴费记录, 工厂仅给16名员工提供了医疗, 养老, 失业, 生育和工伤保险。另外, 工厂有为其其他员工提供商业意外险, 有效期为2020年4月14日至2021年4月13日。备注: 根据员工访谈和管理层访谈, 其他员工已参加新农保, 由于不确定在被审工厂工作的时间长短, 故不愿意参与社保。工厂未提供员工的新农保参保记录。</p>	
<b>Remarks from Auditee:</b>	

**Performance Area 6 : Decent Working Hours**

Full Audit [Audit Id - 189947] Audit Date: 17/08/2020 PA Score: D

Deadline date:18/08/2021

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 6. The factory made a policy of working hour system and controlled working hours. Workers' attendance records were recorded by fingerprint recording system. According to the policy and implementation records, the normal working hours for workers were 8 hours per day, 5 days per week. The factory arranged 0-3 OT hours for workers working on night of weekdays and 0-10 OT hours on Saturday sometimes and workers had right to choose working overtime or not. All workers rested on each Sunday, and their maximum continuous working days were 6. Workers can take a rest during the work time when they felt tired. Workers' OT wages on weekdays and weekends were 150% and 200% of normal wages as per legal law.

However, gaps of overtime hours had been identified in implementation:

综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。员工的考勤方式为指纹扫描。工厂制定了工时政策, 依照政策以及工厂实际的执行情况, 员工正班时间为每天上班8小时, 每周5天。工厂会依据生产订单进行在工作日晚上加班0-3小时及在周六加班0-10小时, 员工可自愿选择是否加班。所有工人均在周日休息, 工人的最大连续工作天数为6天。员工在工间如果觉得疲惫, 可自由选择休息几分钟。员工在工作日及周六的加班费分别按照150%及200%的基数支付员工的就加班费。不过, 工厂在加班时间的管控上不符合法规的地方:

**6.2 -** The main auditee does not respect this principle, because workers' overtime hours did not comply with legal requirements. Based on workers' attendance records from 1 Jul. 2019 to the audit day, 95% workers' monthly overtime hours exceeded 36 hours in other months except for Feb.2020 and up to 92 hours in Nov.2019.

被审核方未遵循该准则。因为未确保员工的加班时间符合法规要求。根据抽样员工从2019年7月1日至审核当天的考勤记录, 除2020年2月外, 95%员工其他各月的加班时间每月超过了36小时, 最高在2019年11月达到了92小时。

**Remarks from Auditee:**



**Performance Area 7 : Occupational Health and Safety**

Full Audit [Audit Id - 189947] Audit Date: 17/08/2020 PA Score: C

Deadline date: 18/08/2021

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation shows the auditee partially fulfills the requirement of performance area 7. The EHS committee was established in the factory, and internal risk assessment was conducted. Regular health and safety training was provided to employees on work station safety, first aid, PPEs use, chemicals safety, machine safety, etc.. The landlord obtained fire certificate and Building structure appraisal reports for the two buildings. Sufficient fire-fighting equipments such as fire extinguisher, fire hydrant were provided in factory area. All sampled fire extinguishers and fire hydrants were in good condition. Exit signs and emergency lights were installed in the right place, and fire alarms were also installed. The firefighting equipments, fire alarm, exit signs and emergency lights were inspected once per month and inspection records were kept. There were two evacuation staircases in each building. Fire drills were conducted twice per year. The workers knew how to escape under emergency case. The sufficient first-aid kits stocked with necessary supplies were provided in workshops. Drinking water was provided freely, and testing report was also provided. 3 first aiders and medical aid agreement with local hospital were available. Transportation was not provided by factory. However, gaps had been identified in implementation as follows:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂已成立EHS委员会，进行了内部的风险评估。工厂已提供定期的健康安全培训给员工，内容涉及到工位安全、急救、个人防护用品使用、化学品安全、机器安全等。厂房获得了消防验收和建筑结构鉴定报告。工厂已配备足够的消防设施，如灭火器、消防栓等。所有抽样的灭火器和消防栓均处于良好状态。安全出口标志和应急灯已被安装在合适位置，消防警铃也已被安装。工厂每月对消防设施、消防警铃、安全出口标志和应急灯检查一次，并保留检查记录。每个厂房有2个疏散楼梯。工厂每年举行2次消防演习。工人知晓在紧急情况下如何逃生。工厂已在车间配备具有足够用品的急救箱。工厂已免费提供饮用水，同时已提供饮用水检测报告。工厂有3名急救人员和与当地医院签订的医疗救护协议。工厂未提供交通工具。但发现工厂在如下方面和BSCI要求有差距：

- 7.1 - The main auditee partially respects this principle because the related legal regulation on health and safety were collected, and the health and safety training and check were conducted periodically, but some issues were raised due to the health and safety management system was incomplete, such as equipment missing protective device and etc.  
被审核方部分遵循该准则。工厂有收集健康安全法规清单，且定期进行健康安全培训及检查，但是因健康安全管理体系不完善导致存在不符合项，如设备缺少保护设施等。
- 7.3 - The main auditee does not respect this principle, because the factory didn't provide occupational health examination test to workers engaged in hazardous positions: hardware working, tin-soldering mixing and mashing workers.  
被审核方未遵循该准则，因为工厂未提供职业健康体检给危害岗位工人：五金车间，焊锡，混料工人和碎料工人。
- 7.6 - The main auditee does not respect this principle, because the factory didn't provide dust proof masks for tin-soldering workers and only provided disposable mask instead of dust proof masks for mixing and mashing workers.  
被审核方未遵循该准则，因为工厂未提供防尘口罩给焊锡工人，且仅提供一次性口罩而非防尘口罩给混料和碎料工人。
- 7.7 - The main auditee does not respect this principle, because three barrels of diffusion oil used in mixing area were not stored in secondary containment, without safety label pasted on containers and no relevant MSDS posted onsite.  
被审核方未遵循该准则，因为混料区域3桶扩散油未存放在二次容器内，缺少安全标签且无相应MSDS张贴在现场。
- 7.9 - The auditee partially respects this principle, because about 50% electrical boxes in hardware workshop were missing warning sign.  
被审核方部分遵循该准则，因为五金车间约50%电箱缺少带电警示标语。
- 7.11 - The main auditee does not respect this principle because the factory didn't provide Building Construction Safety report of one 4-storey and two 2-storey production buildings for review. Remark: The factory didn't provide valid document to prove when was the buildings constructed.  
  
被审核方未遵循该准则，因为工厂未提供1栋四层和2栋两层生产楼的竣工验收报告以查看。备注：工厂未提供有效文件证明这些建筑何时建成。
- 7.17 - The main auditee does not respect this principle because all staircases (more than one meter high) were without handrail and a lifting hook was missing anti-dropping device in injection workshop, and no LEV system was installed at tin-soldering area.  
被审核方未遵循该准则，因为注塑车间所有梯子(高于1米)缺少扶手且一个吊钩缺少防脱落垫片，焊锡区域缺少局部抽风系统。
- 7.22 - The main auditee partially respects this principle because the no tissue or soap prepared in the toilets.  
被审核方部分遵循该准则，因为洗手间未放置纸巾和洗手液。
- 7.25 - The main auditee does not respect this principle because the factory did not conduct occupational hazardous factor monitoring in workshops.  
被审核方未遵循该准则，因为工厂未在车间进行职业危害因素监测。

**Remarks from Auditee:**

**Performance Area 8 : No Child Labour**

Full Audit [Audit Id - 189947] Audit Date: 17/08/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation shows that the auditee fulfills the requirements of performance area 8. The factory established recruit policy, which covered recruitment process and method. Training was provided. Based on interview with the HR staff who responsible for recruits. She knows how to verify the ID, ID copy of each employees were collected. The remedial policies and procedures to provide for further protection in case children are found to be working are established. No child labour or historical labour worked in the factory.

综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂建立了包含招聘流程及方法的招聘程序，工厂有提供培训，根据与负责招聘工作的人事人员访谈，她知道如何辨别身份证，并保留了所有员工的身份证复印件。童工的保护及补救程序也有建立。工厂无童工或历史童工。

**Remarks from Auditee:**

<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 189947] Audit Date: 17/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows that the auditee fulfills the requirements of this performance area. The policy of young worker protection was set up by the factory. The factory understood the legal requirement of young workers according to interview with management and had made relevant risk assessment in case of hiring young workers. The risk assessment for young workers identified that young workers were not suitable for working at hazardous and/or harmful working posts, not suitable for working overtime etc. During the audit, no young worker was identified in the factory.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了未成年工的保护政策, 工厂了解如何依照法规要求保护未成年工并且进行了如果聘用未成年的相关风险评估。未成年工的风险评估识别出了未成年工不适合在有有毒有害的工作岗位, 不适合加班工作等情况。在审核过程中, 未发现未成年工的存在。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 189947] Audit Date: 17/08/2020 PA Score: A	Deadline date:18/08/2021
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows that the auditee partially fulfills the requirements of this performance area. The factory signed labor contracts with all workers. The terms of labor contact was complete and legal. Based on workers interview, they had a copy of the labor contract, and understood well of the content. All employees were directly hired by the factory. No foreign migrant or dispatching worker worked in factory. However, gaps had been identified in implementation as follows:</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂和所有员工签订了劳动合同。劳动合同的条款齐全且合法。通过员工访谈, 所有工人均有合同副本并理解合同条款内容。所有员工均为工厂直接招聘。工厂无外国工人或派遣工。不过工厂在以下方面和Amfori BSCI要求尚有差距:</p> <p><b>10.2 -</b> The main auditee partially respects this principle because the occupational hazards/protection was not specified in labor contracts of workers engaged in hazardous positions. 被审核方部分遵循该准则, 因为对于存在职业危害岗位, 合同并未对职业危害及保护作出明确告知。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 189947] Audit Date: 17/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The factory established the policy on anti-forced labour. The management representative understood well the scope of forced labour. And according to onsite observation and interview statement of workers, workers confirmed that no negative evidence showed in the factory, for example, they could resign according to legal requirement and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers. The discipline policy was also in line with legal requirement.</p> <p>综合概况: 工厂制定了反强迫劳动的政策, 工厂负责人理解哪些方式是属于强迫劳动的范畴。依据现场观察和员工访谈, 员工也很清晰地表明工厂内无强迫劳动的现象, 例如员工可以依照法规要求提出辞工而不会被克扣工资, 并且可以自由离开工厂。员工也未遇到任何被侮辱或非人道的待遇。工厂的惩戒政策也是符合法律法规要求。</p>	
<b>Remarks from Auditee:</b>	

<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 189947] Audit Date: 17/08/2020 PA Score: C	Deadline date:18/08/2021
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation showed the auditee partially fulfills the requirement of performance area 12. The factory had established procedures on Protection of Environment. The water used by the factory was come from municipal water. The factory had established procedure on Energy and Water Saving procedure and kept statistic logs of water consumption. The factory obtained EIA register. Based on observation and register, the main pollutions were domestic sewage, waste gas, noise and hazardous solid waste. The factory monitored the waste air, waste water and noise regularly. However, gaps had been identified in implementation during the audit:</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了环境保护的程序。工厂主要使用当地市政提供的自来水。工厂建立了节约能源和水资源的程序并保留了水资源消耗统计记录。工厂获得了环评备案。根据现场观察和备案, 主要污染是生活废水、废气、噪声和危险固体废物。工厂对废气、废水和噪音进行了定期监测。但是, 审核期间发现工厂执行上有差距:</p> <p><b>12.3 -</b> The main auditee does not respect this principle because the factory only obtained environment impact register but didn't obtain EIA approval due to there was injection process. 被审核方未遵循该准则, 因为工厂仅取得了环境影响备案, 但有注塑工序而未取得环评批复。</p> <p><b>12.4 -</b> The main auditee does not respect this principle because the factory did not entrust licensed vendor to transfer hazardous wastes. 被审核方未遵循该准则, 因为工厂未委托有资质单位转移危险废弃物。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 189947] Audit Date: 17/08/2020 PA Score: A	Deadline date:18/08/2021
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee partially fulfills the requirement of performance area 13. The factory had already set up procedure to ensure and demonstrate no corruption, extortion, embezzlement, bribery, falsified information or misrepresentation in the supply chain. The factory provided relevant training of Anti-bribery Procedure to management and workers, and identified where and how the major risks of corruption could occur. The factory kept accurate information regarding its own activities, structure and performance. During the audit process, all required documents were provided timely and as per cross checking, no inconsistent or falsified information was detected. However, gaps had been identified in implementation during the audit:</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂已建立程序来确保及明确在供应链中不能存在行贿索贿, 挪用盗用公款, 贪腐, 提供虚假资料, 虚报等行为。工厂提供了反腐败反贿赂程序的相关培训给管理层和工人, 并且工厂识别出了高风险的贿赂行为会发生在什么地方和会如何发生。工厂保留了与其活动、架构和绩效的准确信息。在审核过程中, 工厂及时提供了所要求的文件, 且在交叉核对时未有发现不一致或者伪造的信息。审核期间发现工厂执行上有差距:</p> <p><b>13.1 -</b> The main auditee partially respected this principle because the factory conducted risk assessment on corruption, but the prevention measures of all risks were the same, such as setting supervisory phone and conduct joint meeting, etc. 被审核方部分遵该准则, 因为工厂做了廉政风险评估, 但所有风险的预防措施都是相同的, 例如设置监督电话和设置联席会议等。</p>	
<b>Remarks from Auditee:</b>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	17/08/2020	189947	D	A	A	A	B	D	C	A	A	A	A	C	A	C

**Producer Photos**



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



Photo of non-conformity  
Lifting hook without anti-dropping device.JPG



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



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



Photo of non-conformity  
No tissue or soap in toilet.JPG

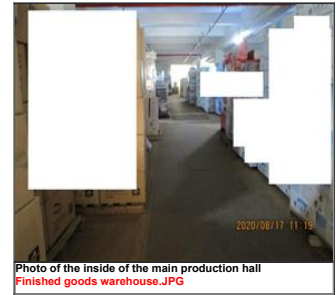


Photo of the inside of the main production hall  
Finished goods warehouse.JPG



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



Photo of non-conformity  
No warning sign for electrical box.JPG



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



Photo first aid facilities  
Eye washing facility.JPG

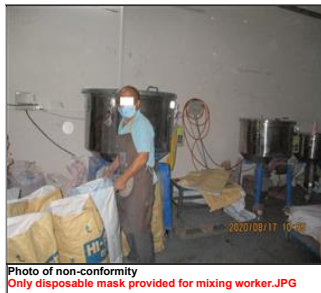


Photo of non-conformity  
Only disposable mask provided for mixing worker.JPG



Photo of the inside of the main production hall  
Liquid nitrogen storage area.JPG



Photo first aid facilities  
First aid guidance.JPG

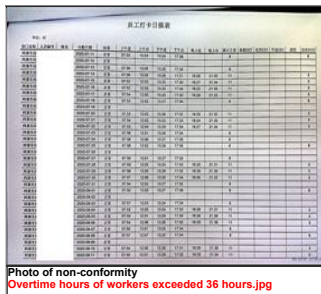


Photo of non-conformity  
Overtime hours of workers exceeded 36 hours.jpg



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



Photo first aid facilities  
First aid kits.JPG

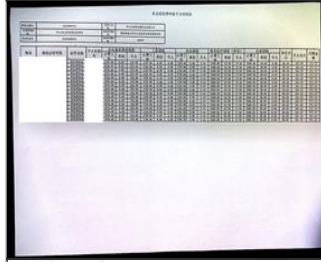


Photo of non-conformity  
Social insurance only provided for part of employees.jpg



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



Photo of fire safety equipment  
Emergency light.JPG



Photo of non-conformity  
Staircase missing handrail.JPG



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



Photo of fire safety equipment  
Evacuation plan.JPG



Photo of non-conformity  
Tin-soldering worker not provided with dust proof mask and no LEV system for tin-soldering.JPG



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



Photo of fire safety equipment  
Evacuation sign.JPG



Photo of the code of conduct on display  
amfori BSCI code of conduct.JPG



Photo of the inside of the main production hall  
Spot welding.JPG



Photo of fire safety equipment  
Exit sign and emergency light and fire alarm.JPG



Photo of the canteen (if applicable)  
Rented canteen.JPG



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



Photo of fire safety equipment  
Extinguishers.JPG



Photo of the canteen (if applicable)  
Rented kitchen.JPG



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



Photo of fire safety equipment  
Fire alarm flashing when tested.JPG



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



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



Photo of fire safety equipment  
Fire alarm testing.JPG



Photo of the inside of the main production hall  
Attendance recorder.JPG



Photo of the personal protection equipments (if applicable)  
Spot welding worker wearing earplugs.JPG



Photo of fire safety equipment  
Fire hydrant.JPG



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



Photo of the sanitary facilities  
Potable water.JPG

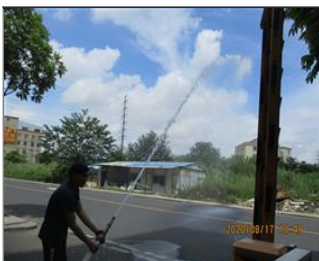


Photo of fire safety equipment  
Fire hydrant testing.JPG



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



Photo of the sanitary facilities  
Toilets.JPG



Photo of non-conformity  
Diffusion oil without label and not stored in secondary  
containment.JPG