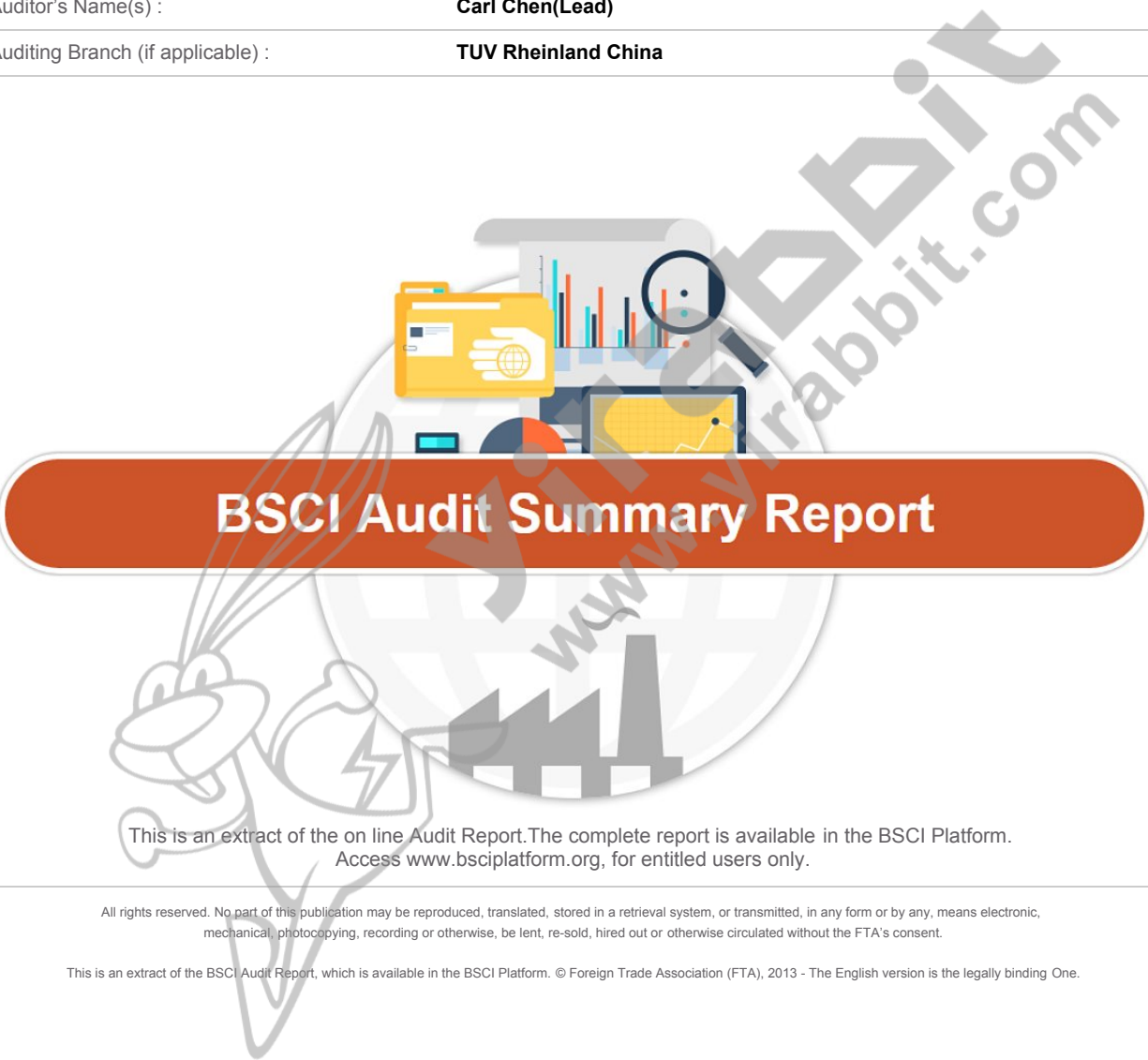

Auditee :	Lichuan Fengxiang Outdoor Co., Ltd.
Audit Date From :	12/09/2016
Audit Date To :	13/09/2016
Expiry Date of the Audit :	12/09/2017
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Carl Chen(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



This is an extract of the on line Audit Report. The complete report is available in the 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 FTA's consent.

This is an extract of the BSCI Audit Report, which is available in the BSCI Platform. © Foreign Trade Association (FTA), 2013 - The English version is the legally binding One.

Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></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><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>A</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>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>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	A	A	A	B	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
A	A	A	A	A	A	A	A	A	A	A	B	B	B	B																																	
A	A	A	A	A	A	A	B	B	B	B	B	B	B	B																																	
<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></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><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>B</td><td>C</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>B</td><td>C</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	B	B	A	A	A	A	A	B	B	B	B	B	B	B	B	C	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	B	B	B	B	B	B	B	B	C	C																																	
B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></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>C</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><td>D</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>C</td><td>D</td><td>D</td><td>D</td></tr> </table>	A	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	D	D	C	C	C	C	C	C	C	C	C	C	C	C	D	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.</p>
A	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	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	D	D	D																																	
<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></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><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>D</td><td>E</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>D</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	A	A	A	A	D	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	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.</p>
A	A	A	A	A	A	A	A	A	A	D	D	D	D	D																																	
A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></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><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><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><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	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	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</p>
A	A	A	A	A	A	E	E	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	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Main Auditee Information



Name of producer :	Lichuan Fengxiang Outdoor Co., Ltd.		
DBID number :	344349		
Audit ID :	66510		
Address :	Lichuan Industrial Park, Lichuan County, Fuzhou		
Province :	Jiangxi	Country :	China
Management Representative :	Xu Helan		
Contact person:	Helan Xu	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Home textiles
Product Type :	Outdoor Sleeping bags		



yirabbit
www.yirabbit.com

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 :	C	
Need of follow-up :	Yes	If YES, by : 13/09/2017

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

Executive summary of audit report

The auditee was located inside an independent physical boundary. There were two blocks of flat production buildings and 1 block of 6-storey dormitory building within boundary. All buildings were owned and used by auditee. The main production processes in audited factory were cutting, sewing, cotton filling, quilting, inspection and packing. The main products of sleeping bags were manufactured in the audited factory.



Ratings Summary



Auditee's background information			
Auditee's name :	Lichuan Fengxiang Outdoor Co., Ltd.	Legal status :	LIMITED CO
Local Name :	江西洋祥野营用品有限公司 913610226960731193	Year in which the auditee was founded :	2009
Address :	Lichuan Industrial Park, Lichuan County,	Contact person (please select) :	Helan Xu
Province :	Jiangxi	Contact's Email :	53683985@qq.com
City :	Fuzhou	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 :	N27°16'12"; E 116°53'3"	Total turnover (in Euros) :	3500000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	50000 pcs per month
Product Group :	Home textiles	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Outdoor Sleeping bags		

Auditee's employment structure at the time of the audit			
Total number of workers :	95	Total number of workers in the production unit to be monitored (if applicable) :	0
		MALE WORKERS	FEMALE WORKERS
Permanent workers		37	58
Temporary workers		0	0
In management positions		1	3
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		37	58
Production based workers		0	0
With shifts at night		2	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 - 66510] Audit Date: 12/09/2016 PA Score: C

Deadline date:13/11/2016

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The auditee had established a management manual and procedures according to the BSCI Code of Conduct. The executives and management staffs aware of the legal rights and duties under labour legislation. Coherent relevant documents with the statements were provided for review. Regular training against BSCI Code and Terms of Implementation were held in the factory. The BSCI Code of Conduct was posted at the place available by all employees. A senior management who has sufficient skills was appointed for the responsibilities of implementing BSCI in the business culture, following up with the grievance mechanism, HR and ensuring that workers receive training relevant to the BSCI requirement and OHS issues.

受审核方已经根据BSCI行为守则要求建立了管理手册和程序文件。管理层员工了解劳工权益和劳动法规要求。工厂提供了描述一致的相关文件参考。定期举行BSCI生产商实施条款培训。工厂在员工可见出张贴BSCI行为守则。工厂指定有适当能力高级管理人员，负责BSCI的实施，跟进投诉申诉机制，人事资源管理，确保员工接受BSCI行为准则培训；职业健康安全事项。

1.3 - Auditee didn't monitor its security guard provider's social performance.
被审核方没有监控保安公司的社会责任情况。

1.4 - According to finding of 6.2, the monthly overtime hours were systematic exceeding 36 hours of the legal limit. The production plan failed to meet the legal requirement of overtime hours.
根据6.2发现点，月加班时间系统性超过法定的36小时。没有依据法定加班的要求来制订生产计划。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 66510] Audit Date: 12/09/2016 PA Score: D

Deadline date:13/11/2016

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Suggestion box was provided in the factory. Trainings on the requirements of BSCI Code of Conduct were provided to workers. The interviewees knew about their right and responsibility.

工厂设置了意见箱。工厂为员工提供了关于BSCI行为准则要求相关培训。受访谈的员工了解他们的权利和义务。

2.1 - The auditee did not establish communication structures to genuinely involve workers and their representatives.
受审核方未建立了有效的沟通机制，可以让工人和他们的代表有效的参与进来。

2.2 - The long term goals to protect workers according to BSCI Code of Conduct were not defined.
依据BSCI行为守则对员工保护的长期目标没有定义。

2.3 - The workers were not trained on how to use the grievance mechanism.
工厂没有培训员工如何使用申诉机制。

Remarks from Auditee:

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

Full Audit [Audit Id - 66510] Audit Date: 12/09/2016 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Written policy on freedom of association and collective bargaining was established, and communicated to all workers by training. The worker representatives were selected by workers. The interviewed workers confirmed that the auditee respects their right to freely elect their representatives. Right of association or collective bargaining was not restricted.

被审核方建立了自由结社及集体谈判的书面政策，通过培训的方式传达给了所有员工。员工代表由员工选举产生。受访谈的员工确认工厂尊重员工自由选举了员工代表的权利。自由结社和集体谈判的权利未受到限制。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 66510] Audit Date: 12/09/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>No discrimination was noted in the factory, the auditee had established Non-discrimination policy and procedure. Workers came from different provinces of China. During worker interviews, it was found that there was no unequal, abuse, unusual disciplinary practices, and there were no preference on the religion, origin, political affiliation or age, gender or social background. 工厂未发现歧视, 被审核方已建立了禁止歧视政策和管理程序, 工人来自中国的不同的省份。访谈中员工反映在被审核方工厂里, 没有不平等, 虐待, 不寻常的纪律处分, 且没有对宗教, 出身, 政治派别或年龄, 性别或社会背景有偏见。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 66510] Audit Date: 12/09/2016 PA Score: B	Deadline date:31/12/2016
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The minimum wage in the factory was compliance with local government's minimum wage. The wages were paid in a timely manner. The minimum basic wage provided for workers was higher than the basic need living wage in the factory. Social insurance was purchased for partial employees. No deduction was used as disciplinary practices. Legal minimum wage was RMB1180/ month since 1 Oct. 2015. Payrolls of 12 workers from August 2015 to July 2016 were reviewed randomly. As shown in the payroll and verified through worker interviews, wage was calculated at hourly rate and OT remuneration was paid according the legal requirement. The minimum basic wage in the factory was RMB7/ hour (RMB1218/month). 工厂支付的最低工资满足当地政府的最低工资标准。工资及时发放。最低基本工资可以满足当地最低生活需求标准。工厂为部分员工提供社会保险福利。未使用工资扣款最为纪律规定。当地最低工资标准在2015年10月1日之后为1180元每月。工厂提供的2015年8月至2016年7月的工资记录中随机抽查了12人记录参考。工资记录显示及员工访谈确认工人报酬为计时工资, 加班工资得到支付。最低小时工资为7元 (合每月1218元)。</p>	
<p>5.5 - Through reviewing the payment receipt of September 2016, it was noted that the factory did not purchase the social insurance for all employees, there were 95 employees in the factory (including 3 subcontracted security guards), the social insurance was paid including: Retirement insurance: 28; Medical insurance: 0; Work-related injury insurance:0; Unemployment:0; Maternity:0. No commercial accident was purchased for the rest employees, no social insurance compliance waiver was available for review. Reference law: Article 72 of China Labor Law. 2016年9月社保缴交记录以及查阅在线社保缴交状态显示该工厂未全员参保, 当月有95名员工工人包含3名外派保安, 其中参保明细为养老28人, 失业保险0人, 医疗保险0人, 工伤保险0人和生育险0人, 不符合法规要求, 工厂未给员工购买了一份商业意外险, 无社保符合性证明提供参考。违反了劳动法72条。</p>	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 66510] Audit Date: 12/09/2016 PA Score: D	Deadline date:31/12/2016
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The procedure on working hours was established, but the factory did not have a effective management on overtime working hours arrangement. Max. 58 hours of working hours per week (including 40 hours of regular working hours and 18 hours of OT hours) and at least 1 day off after 6 days consecutive working days was guaranteed. Confirmed by workers interview, the overtime working was voluntary in the factory. Electrical attendance records from August 2015 to audit date were available for review. Only one shift was arranged as: 08:00-12:00, 13:30-17:30 if necessary OT arranged from 18:30-20:30. Time records were reviewed randomly. 工厂建立了工作时间管理程序, 但是未能实施有效的加班时间安排。周最高工作时间为58小时(包含40小时的正常工作时间和18小时的加班时间), 确保连续工作6天后会有至少1天的休息日。受访员工确认加班自愿。电子考勤系统用来记录上下班时间。工厂提供了2015年8月至审核当天考勤记录参考, 工厂只有一个班次的工作安排如: 08:00-12:00, 13:30-17:30, 如果加班时间为18:30-20:30。考勤随机抽查参考。</p>	
<p>6.2 - The attendance records from August 2015 to Audit date were random selected for review, the monthly overtime hours of sampled workers exceeded 36 hours from August 2015 to August 2016, and the maximum was 82 hours in August and September 2015 and July 2016; Reference law: PRC Labor Act; Article 41. 考勤记录从2015年8月至审核当天随机查阅, 抽样员工的月加班时间超过了36小时在2015年8月至2016年8月, 最多的达到了82小时发生在2015年8-9月份和2016年7月份。违反了劳动法第41条, 月加班不能超过36小时的要求。</p>	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 66510] Audit Date: 12/09/2016 PA Score: A	Deadline date:13/11/2016
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Regular occupational health and safety risks assessment were conducted in the factory. The auditee established proper health and safety procedure, and annual safety training was provided for workers. Emergency lights and exit signs were installed properly and inspected monthly. Adequate fire extinguishers and fire hydrant system were installed in the factory, and which were inspected every month. Fire drills were conducted twice per year. No transportation was provided to workers. 健康安全的风险识别和评价定期进行,被审核方建立了适当的健康安全的管理程序,对在职工工进行了年度的安全培训。应急灯和出口指示标识进行了正确的安装,并每月进行检查。配置了足够的灭火器材和消防栓,并每月检查。消防演习每年举行2次。工厂未提供交通工具给工人。</p> <p>7.2 - No injury social insurance or commercial accident insurance was purchased for employees in the factory. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, article 7. 工厂未给员工购买社保工伤险或商业意外保险。参考法律法规:《中华人民共和国职业病防治法》第7条;</p> <p>7.3 - No working environmental testing report, such as the noise, dust and indoor air testing for workshop was provided for review. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 27. 车间内环境监测报告如噪音,粉尘和室内空气监测报告未能提供参考。参考法律法规:中华人民共和国职业病防治法 第二十七条。</p> <p>7.6 - The operators at cotton and cutting section did not wear adequate PPEs of mask and metal mesh gloves during working. Reference law: article 42 of the Production Safety Law of the People's Republic of China. 制棉和裁剪车间操作员工在工作时间没有佩戴口罩和金属手套适当的个人防护用品。参考法规:《中华人民共和国安全生产法》第42条。</p> <p>7.7 - No adequate second container was available for chemical storage area at workplace. Reference law: Regulations on the Safety Administration of Dangerous Chemicals, Article 20. 车间内存放危险化学品区域未设置有效的二次容器。参考法规:《危险化学品安全管理条例》第20条。</p> <p>7.17 - Finding 1: No transfer gears cover was installed on about 3 sets of cotton processing machines in cotton section. Reference law: General rules for designing the production facilities in accordance with safety and health requirements (GB5083-1999)6.1.2. Finding 2: It was that the regular inspection for one cargo lift could not provide for review. Reference law: Regulations on Safety Supervision of Special Equipment (2009 Amendment), Article 25 and 38. 发现1:制棉车间发现约3套制棉机器没有安装转动齿轮保护罩。参考法律法规《生产设备安全卫生设计总则》(GB 5083-1999)6.1.2。发现2:1部货梯的定期年检报告未能提供参考。参考法规:特种设备安全监察条例(2009修正)第二十五条和第三十八条。</p> <p>7.19 - The factory has no a written emergency procedures in place for dealing with cases of trauma or serious illness up to the point at which the patient care can be transferred to an appropriate medical facility. 工厂未提供适当的书面急救应急程序文件,作为指导现场急救和危险紧急转移至适当的医疗机构的作业指引。</p> <p>7.24 - It was noted that the factory did not provide safe places for workers to keep their personal belongings in dormitory. 工厂宿舍内未设置提供安全地方给员工存放私人物品。</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 66510] Audit Date: 12/09/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The auditee had established adequate robust age-verification mechanisms as part of recruitment process. The auditee had established adequate remedial policies and procedures to provide for further protection in case children are found to be working. The auditee management representatives knew clearly about the policy. No child labour or history child labour found in this factory. 工厂已经建立了有效的年龄识别机制作为员工招聘的流程。工厂已经建立了童工补救政策和程序应对一旦童工出现需采取应对方案。被审核方管理层清楚该政策。本次审核没有发现童工及历史童工。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 66510] Audit Date: 12/09/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The auditee established young worker protection policy. No young worker was recruited in the factory. 被审核方建立了未成年工保护政策且未雇佣未成年工人。</p>	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 66510] Audit Date: 12/09/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The auditee signed labour contract with all workers, and the copy of labour contract was issued to each worker. Items in the labour contract were established according to local legal requirement. No seasonal workers or workers form agency was used by the auditee. 被审核方和所有的工人均签订了劳动合同, 劳动合同的副本提供给了每个工人。劳动合同条款依照当地法律进行制定。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 - 66510] Audit Date: 12/09/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Based on site tour, document review and interview, the auditee didn't limit the employees' freedom including resignation or ask for leave from the factory. The inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse never occurred. There was no prison labour or forced labour. No ID card or wage was withheld by factory. It was observed that workers were working without pressure. Disciplinary measures were all reasonable: Verbal warning, warning letter and termination. 基于现场走访, 文件评估和访谈, 被审核方没有限制员工的自由, 包括离职或请假。工人从未受到不人道或有辱人格的待遇、体罚、精神或肉体胁迫和/或辱骂。工厂里没有监狱劳工或强迫劳动。工厂没有扣留工人的身份证和工资。员工在工厂里没有压力。处罚措施是合理的。处罚措施包括: 口头警告, 警告信和解雇。</p>	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 66510] Audit Date: 12/09/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Environmental Impact Assessment Report and the approval were provided for review. During plant tour, it was found waste was not dumped in natural environments, or burned on open fires. No obvious pollution found in this factory. 工厂提供环评报告和批复供查阅。现场参观未发现废弃物直接倾倒入自然环境中或者明火燃烧。现场未发现明显污染现象。</p>	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 66510] Audit Date: 12/09/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The auditee had developed policy and procedure against any act of corruption, extortion or bribery in their business. The training on ethics and integrity were performed for workers and managers. The documents and records provided by the auditee were accurate and no falsify was noted. 受审核方建立方针政策反对任何形式的商业贿赂, 勒索和腐败。并给工人和管理层执行道德和诚信方面的培训。被审核方提供的文件记录是准确的, 没有发现虚假资料。</p>	
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	12/09/2016	66510	C	D	A	A	B	D	A	A	A	A	A	A	A	C



yirabbit
 www.yirabbit.com

Producer Photos



No Photos Available



yirabbit
www.yirabbit.com