
Auditee :	Quanzhou Rainbow Outdoor Products Co., Ltd
Audit Date From :	16/03/2021
Audit Date To :	16/03/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Alvin Xie(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.
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Rating Definitions



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

Main Auditee Information



Name of producer :	Quanzhou Rainbow Outdoor Products Co., Ltd		
DBID number :	347599		
Audit ID :	206151		
Address :	No. 159-3, Meilong Road, Meishan Town Nan'an		
Province :	Fujian	Country :	China
Management Representative :	Jianyu HUANG		
Contact person:	Jianyu HUANG	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	hangbags, belts and shoes
Product Type :	bags		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 16/03/2022

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

Quanzhou Rainbow Outdoor Products Co., Ltd / 泉州市润柏旅游用品有限公司 was founded on 8 January 2013. The auditee had around 8 years' experience in manufacturing of bags. The auditee located at No. 159-3, Meilong Road, Meishan Town, Nan'an City, Fujian Province, China (中国福建省南安市梅山镇梅龙路159-3).

The auditee updated their business license on 15 May 2020 to revise their address of business license. Verified by the producer's responsible person, Ms. Jianyu HUANG / Administration Manager, during the onsite audit, the address of the producer was revised from "Yangtanglong Industrial Zone, Meishan Town, Nan'an City, Fujian Province, China" to "No. 159-3, Meilong Road, Meishan Town, Nan'an City, Fujian Province, China". The physical address same with previous audit and only address nameplate updated as per local government requirement.

The auditee rented the 1F to 5F of 6-storey production, which covered around 4,123 square meters. The 6F of production building was rented by another company for silk-printing process with independent business license. As confirmed with the management representative, their silk-printing process would be subcontracted to the company located at 6F of production building. They had carried out the supplier audit on the subcontractor. No shared workers and management between auditee and company located at the 6F of production building. No dormitory, canteen or kitchen was provided to workers. As a result, this audit only covered 1F to 5F of production site and activities.

The main production process included die-cutting, sewing, inspection and packing. As per the production records, workers' payrolls and working hour records review, no obvious peak season was available in the past year. According to site observation and interviews.

The auditee employed all workers directly. No dispatched workers, seasonal workers, foreign migrant workers, summer job workers and apprentice workers hired by auditee. No security guard was employed by the auditee due to it was a small factory.

The auditee agreed that auditor conduct individual and group interviews with workers confidentially. Workers had been chosen within the whole factory freely without any influence by the management. Auditor randomly selected total 10 workers from different production workshops, sexes, age, and workers' representative for interviews without interrupted. All workers were open and cooperative in the interview process during the audit.

All findings had been discussed and communicated to management representative, top management and workers representative during the closing meeting. The management representative and workers' representative agreed all findings, which identified during the audit and signed the onsite finding report.

This audit was conducted by APSCA certificated auditor (Alvin Xie, CSCA 21701838)

Remark:

1. There was no agency used by the auditee, which made the agency labor contract not applicable.
2. There was no contractor used by the auditee, which made the contractor license or permit not applicable.
3. There was no collective bargain conducted between the employees and employer, which made the collective bargain agreement not applicable.
4. There were no government waivers obtained by the auditee, which made the government waivers not applicable.

Ratings Summary



Auditee's background information			
Auditee's name :	Quanzhou Rainbow Outdoor Products Co., Ltd	Legal status :	Limited company
Local Name :	泉州市润柏旅游用品有限公司 (统一社会信用代码: 91350583060367285M)	Year in which the auditee was founded :	2013
Address :	No. 159-3, Meilong Road, Meishan Town	Contact person (please select) :	Jianyu HUANG
Province :	Fujian	Contact's Email :	1247987727@qq.com
City :	Nan'an	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 :	N25°7'45", E118°28'12"	Total turnover (in Euros) :	2577800.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	10.00
If other, please specify :		Production volume :	250000 PIECES PER YEAR
Product Group :	hangbags, belts and shoes	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	bags		

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	12	36
Temporary workers	0	0
In management positions	2	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	3	3
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	12	36
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 - 206151] Audit Date: 16/03/2021 PA Score: D

Deadline date:16/06/2021

GOOD PRACTICES:

None observed/未发现

AREAS OF IMPROVEMENT:

The management manual and procedures according to the amfori BSCI Code of Conduct were established. Such as the working hours control procedure, wages and benefit management procedure and occupational health and safety management procedure etc. Ms. Jianyu HUANG/Administration Manager was appointed as management representative to ensure the amfori BSCI values and principles being implemented. The management knew their basic requirement of the legal rights and duties. The amfori BSCI Code of Conduct was posted in bulletin board which was available by all employees. The facility established systems to monitor its business partners' social accountability such as fabric supplier, accessories supplier, packing material supplier, etc. and second party audit was conducted for main suppliers periodically. The auditee conducted internal audit and management review annually. The recent internal audit was conducted on 26 May 2020 and management review was conducted on 22 June 2020. However, gaps been had identified during the implementation.

根据amfori BSCI 行为准则建立了管理手册和程序文件, 比如工作时间控制程序、工资福利管理程序、职业健康安全程序等。行政经理黄剑瑜女士被任命为管理者代表, 以确保amfori BSCI 的价值观和原则得到落实。被审核方指定负责人对amfori BSCI 的每个绩效领域负责。管理层知道他们对法定权利和义务的基本要求。amfori BSCI 行为准则张贴在公告板上, 所有员工都可以使用。工厂建立了监控其业务伙伴社会责任系统, 如面料供应商、辅料供应商、包装材料供应商等, 并定期对主要供应商进行第三方审核。被审核方每年进行一次社会责任的内部审核和管理评审。最近一次是内审在2020年5月26日进行且管理评审在2020年6月22日进行的。然而, 在实施过程中发现了差距。

1.1 - The auditee had implemented the amfori BSCI Code of Conduct and local legal requirement in the social accountability management. However, partial performance areas were not implemented effectively. There were some non-conformance findings for PA1, PA5, PA6 and PA7 identified during the audit. For example, workers' monthly overtime working hours exceeded legal requirement without suitable monitoring and control procedure. No legal required social insurance provided to eligible workers. Several findings on occupational health and safety. As per workers and workers' representative interview, their monthly overtime working hours exceeded the legal requirement in the some months in the past year and no legal required social insurance provided to eligible workers by the auditee. As per management representative interview, the current management operation followed with their original management experience and amfori BSCI Code of Conduct in their production activities, they would take corrective action to improve their social accountability management system.

被审核方已经在其社会责任管理系统中按照amfori BSCI 的行为准则和当地的法规要求执行。然而, 在一些绩效领域仍未有效执行。在审核期间涉及绩效领域1, 绩效领域5, 绩效领域6和绩效领域7仍有一些不符合项的发现点。例如, 体面的工作时间仍然系统性地超过法定要求而无恰当的监督和控制程序。未提供法定要求的社会保险给符合要求的员工。在职业健康与安全方面存在若干问题点。根据员工和员工代表的访谈, 他们的月加班工作时间在过去一年中大部分的月份超过法规要求且被审核方未提供法定要求的社会保险给符合要求的员工。根据管理层访谈, 目前的管理运作按以往的管理经验也按照amfori BSCI 行为准则在其生产活动中进行实施, 他们将采取改善措施去提升社会责任管理体系。

1.4 - According as the workers attendance records from February 2020 to audit date, the workers' working hours records indicated that 10 sampled workers' monthly overtime working hours in past 11 out of 13 months except February 2020 and February 2021 had exceeded 36 hours which required by the local law systematically. The auditee did not organise the workforce capacity to reduce the workers' overtime-working hours. (Refer to 6.2).

根据对员工2020年2月至审核当日的考勤记录的检查, 员工工作时间记录显示10名抽样员工在过去13个月中的11个月中除了2020年2月和2021年2月的月加班工作时间系统性的超过法规要求的36小时。被审核方未有效地组织劳动力容量以减少员工的加班工作时间。(见6.2)

Remarks from Auditee:

NONE

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 206151] Audit Date: 16/03/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed/未发现

AREAS OF IMPROVEMENT:

The auditee not only published the amfori BSCI Code of Conduct at the workplace and workers could access to read it freely, but also provided the training to make workers aware of their rights and responsibilities. Written procedure for the grievance mechanism had established and Ms. Jianyu HUANG/Administration Manager was assigned to respond for the grievance mechanism. Workers could communicate the concerns face-to-face, through suggestion box and worker' representative without any restriction. The management and workers conducted meeting on a regular basis to discuss about how to improve working conditions. Periodical communication meeting minutes, workers request or compliant records had recorded and kept. The concerns of the vulnerable workers were also considered.

被审核方不仅将amfori BSCI 行为准则公示在工作场所且员工能够自由地进行阅读, 而且提供培训确保员工都熟悉他们的权利和责任。书面的申诉机制程序已经建立且行政经理黄剑瑜女士被任命负责申诉机制。员工可以通过面对面、意见箱和员工代表在无限制条件下沟通他们所关心的问题。管理和员工定期进行会面已探讨如何改善工作条件。定期的沟通会议记录、员工的请求或是申诉都将记录并保存。最弱势群体的问题也有考虑。

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 206151] Audit Date: 16/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None observed/未发现	
AREAS OF IMPROVEMENT: <p>No Trade Union was established in the auditee. However, the rights of freedom of association and collective bargaining policy had established and defined. Furthermore, Two workers' representatives were elected by workers on 11 July 2020 to communicate their concerns with management. As per workers' representative and workers interview, workers representative could arrange meetings with workers during working hours and no deduction charged to workers remuneration. The auditee did not prevent workers participation in the activities of unions or others workers' organizations, discourage or interfere in the election process of workers representative, retaliate against workers who participate in the workers representative election, discriminate against candidates for a company position because of their affiliation to workers' representative or others discrimination practice.</p> <p>被审核方未建立工会。然而，自由结社和集体谈判的权利政策已经建立和定义。此外，员工在2020年7月11日自由选举了2名员工代表来与管理层沟通他们关心的问题。根据员工代表和员工访谈，员工代表可以在工作时间安排与员工的会晤且不会扣除员工的报酬。被审核方不会阻碍工人参加联盟或其他工人组织活动，不会阻止或干扰工人代表的选举过程，不会报复参加工人代表选举的工人、不会因为公司职务应聘人员与员工代表的关系而歧视该应聘人员或其他歧视案例。</p>	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 206151] Audit Date: 16/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None observed/未发现	
AREAS OF IMPROVEMENT: <p>Non-discrimination policy and procedure had been established by the auditee to avoid or eradicate discrimination in the workplace. As per document review, the Non-discrimination policy defined the discrimination included the race, language, religion and other characteristics as means of discrimination. Potential discrimination should avoid during the recruitment process, promotion, assigned benefits, etc. Workers had trained how to use the grievance mechanism without fear of reprisal. Written procedure for disciplinary measures in workplace had defined according to local law. Management and workers had trained for the grievance mechanism and disciplinary measure. Vulnerable groups like disable workers, pregnant women or migrant workers also respected and no any discrimination practice implemented for them.</p> <p>被审核方建立了禁止歧视政策和程序以避免或是消除工作场所中的歧视情况。根据对文件的评审，禁止歧视政策定义歧视包括种族、语言、宗教和其他被歧视的特点。在招聘过程、晋升过程和分配福利过程等的潜在歧视也应避免。员工已经培训如何在不担心报复的情况下使用申诉机制。书面的工作场所的惩戒措施已经依据当地法律进行定义。管理和员工都已经接受了申诉机制和惩戒措施的培训。被审核方尊重像残疾人、孕妇或外地工人等弱势群体且没有采取和实施任何的歧视行为。</p>	
Remarks from Auditee:	

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 206151] Audit Date: 16/03/2021 PA Score: B

Deadline date:16/06/2021

GOOD PRACTICES:

None observed/未发现

AREAS OF IMPROVEMENT:

The auditee collected the local legal minimum wage standard from local media or government news periodically. Legal minimum wage was CNY1720 per month since 1 January 2020. Payrolls from February 2020 to January 2021 had been provided and reviewed during the audit. The minimum wage paid by the auditee was CNY2000 per month or equal to CNY11.49 per hour for regular working hours at least. The wages structure of workers included the basic wages, overtime premium, housing allowance and paid leaves. Workers basic wages were different depending on their job position, skills and experience. The housing wages were CNY150 per month. The basic wages ranged from CNY2000 per month equal to CNY11.49 per hour to CNY3500 per month equal to CNY20.11 per hour for regular working hours. The paid minimum wages of auditee had exceeded the legal required minimum wages standard. Overtime premium calculating standards followed with the local legal requirement, such as no less than 150% of normal wage rate for weekday overtime, no less than 200% of normal wage rate for weekend overtime and no less than 300% of normal wage rate for statutory holiday overtime. Workers' wages were calculated by hourly rate and workers wage paid by cash on or before 30th of each following month. The auditee had issued the payment slip to workers for well understanding their detailed wages prior to the wage issued date. Paid holidays also had provided to workers. No disciplinary deduction charged to worker wages. However, gaps had been identified in implementation.

被审核方从媒体或政府新闻定期地收集当地的法定最低工资文件。当地的最低工资标准在2020年1月1日之后为人民币1720元每月。2020年2月至2021年1月的工资记录提供审核。被审核方支付工人正常上班的最低工资为每月人民币2000元或等同于每小时11.49元。员工的工资包括基本工资、加班费、住房补贴和带薪假。员工的基本工资依据其工作岗位，熟练程度和经验而不同。住房补贴为每个月150元。在正常工作时间的基本工资范围自每月人民币2000元等同于每小时人民币11.49元至每月人民币3500元等同于每小时人民币20.11元。被审核方支付给员工的工资超过当地法规要求的最低工资标准。加班工资标准按照当地法规要求，例如平时加班按不低于正常工资的150%支付，周末加班按不低于正常工资的200%支付和假日加班按不低于正常工资的300%支付。员工的工资以时薪工资方式结算并且在每个月30日或之前以现金形式发放上个月工资。被审核方提供了工资单给员工以便于员工更好的了解详细的工资。带薪休假也提供给了员工。无纪律性扣款从员工工资中扣除。然而，发现在实施中仍存在差距。

5.5 - The social insurance from April 2020 to March 2021 had been checked and verified during the audit. According to roster review and workers labor contracts review, there was no new workers employed since March 2021, and there were 3 workers exceeded the retired ages employed in the auditee. As a result, 3 out of 48 workers could exempt from the social insurance of March 2021. There were 45 workers were required to be provided the social insurance as per legal requirement in March 2021. The social insurance did not cover all workers by the auditee. The social insurance data indicated that the auditee did not provide the retirement insurance and unemployment insurance to 33 out of 45 workers (73.3%), did not provide the basic medical insurance, childbearing insurance and accident insurance to all workers in the auditee. Interviewed workers who did not engage in the legal required social insurance stated that they did not want to buy the social insurance in the auditee since they had bought the rural social insurance in their hometown by themselves. According to management representative interview, they did not collect the information regarding workers on rural social insurance and they did not know how many workers had involved in the rural social insurance. (Reference Law and Regulation: Article 73 of Labour Law of the Peoples Republic of China (1994)). Remark: The auditee had provided the commercial accident insurance to workers exceeded the retired ages and workers who not engaged in accident insurance. The commercial accident insurance contract number was 113227621007160603208 and it was validated from 3 March 2021 to 2 March 2022.

在审核期间，2020年4月至2021年3月的社保进行了检查和验证。根据员工花名册和员工劳动合同评审，被审核方在2021年3月之后未聘用新员工且在工厂有3名员工超过退休年龄的员工。因此，45名员工中有3名员工可以在2021年3月的社保中豁免。在2021年3月按法规要求应缴纳社保的人数为45人。被审核方提供的社保未覆盖所有员工。社会保险资料显示，被审核方未提供了养老保险和失业保险给45名员工中的33名员工(73.3%)，未给所有员工购买基本医疗保险、生育保险和工伤保险。受访的未参与法定要求社会保险的员工说明他们不愿意购买社会保险，因为他们自己已经购买了农村社会保险。根据管理者代表访谈，他们未收集参加农村社会保险的信息且不了解有多少名员工参加了农村社会保险。（参考法律法规：《中华人民共和国劳动法》（1994）第73条）备注：被审核方提供商业意外保险给所有超过退休年龄的职工和未参加工伤保险的员工。商业保险的合同号为113227621007160603208，有效期自2021年3月3日至2022年3月2日。

Remarks from Auditee:

NONE

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 206151] Audit Date: 16/03/2021 PA Score: D

Deadline date:16/06/2021

GOOD PRACTICES:

None observed/未发现

AREAS OF IMPROVEMENT:

The auditee established the Workers Working Hour Management Procedure. As per the workers' working hours' management procedure review, the working hours management procedure defined that the workers regular working hours was 8 hours a day and 40 hours a week. The overtime-working hour's standard required the workers daily overtime-working hours were less than 3 hours and monthly overtime-working hours were less than 36 hours. Workers working hours recorded by fingerprint attendance recording system, workers arranged one shift only. The regular working schedule for one-shift workers arranged 4 hours from 08:00 to 12:00, 4 hours from 14:00 to 18:00. Overtime working would start from 19:00 to 21:00 for two hours. 10 sampled workers' working hours from February 2020 to audit date had reviewed during the audit. The sampled working hour's records indicated that workers' maximum daily working hours were 2 hours and weekly overtime working hours were 18 hours. Workers had provided two hours lunch break and one hour dinner break if overtime working arranged. One day off in every seven days had guaranteed. However, gaps had been identified during the implementation.

被审核方建立了员工工作时间管理程序。根据对员工工作时间管理程序的审阅，工作时间管理程序已经定义员工的正常工作时间为每日8小时每周40小时。加班工作时间标准要求员工的日加班少于3小时且月加班少于36小时。员工工作时间由指纹扫描考勤记录系统进行记录。员工正常仅安排一个班次，正常工作时间安排为08:00至12:00上班4小时，14:00至18:00上班4小时，加班时间从19:00至21:00加班2小时。10名抽样员工2020年2月至审核当日的考勤进行了查阅，抽样员工的工作时间记录显示员工的日加班为2小时周加班为18小时。员工已经有提供2小时的午餐休息时间和1小时晚上如果有加班时的休息时间。每七天休息一天有保证。然而，发现在实施中仍存在差距。

6.2 - Workers working time records from February 2020 to audit date were reviewed during the audit. The working time records indicated that workers daily overtime working hours were controlled within 3 hours and up to 2 hours a day in regular workday. However, 11 out of 13 monthly overtime working hours of sampled workers from February 2020 to February 2021 exceeded the legal requirement. The range was from 66 hours to 82 hours. 10 sampled workers attendance records in three sampled months (April 2020, August 2020 and January 2021) reviewed shows that: 1) In April 2020, 10 sampled workers monthly overtime working hours exceeded 36 hours and workers maximum monthly overtime working hours were 66 hours. 2) In August 2020, 10 sampled workers monthly overtime working hours exceeded 36 hours and workers maximum monthly overtime working hours were 82 hours. 3) In January 2021, 10 sampled workers monthly overtime working hours exceeded 36 hours and workers maximum monthly overtime working hours were 80 hours. (Reference Law and Regulation: PRC Labour Law article 41). Remark: The maximum monthly overtime working hours in February 2021 were 32 hours. The monthly-accumulated overtime working hours from 1 March 2021 to 15 March 2021 were 34 hours.

在审核期间，员工2020年2月至审核日的工作时间进行了评估。工作时间记录显示员工每天的加班时间控制在3小时以内，正常工作日每天不超过2小时日加班时间自2020年2月至审核当日控制在3小时内且最大为2小时。然而，2020年2月至2021年2月期间，抽样员工13个月中有11个月的月加班超过36小时。月超时从66小时至82小时。10名抽样的员工3个月考勤记录（2020年4月、2020年8月和2021年1月）显示：(1)2020年4月，10名抽样员工的月加班工作时间超过36小时且员工的最大月加班达66小时。(2)2020年8月，10名抽样员工的月加班工作时间超过36小时且员工的最大月加班达82小时。(3)2021年1月，10名抽样员工的月加班工作时间超过36小时且员工的最大月加班达80小时。(参考法律法规：《中华人民共和国劳动法》第41条)备注：2021年2月的最大月加班为32小时且2021年3月1日至3月15日的月累积加班时间为34小时。

Remarks from Auditee:

NONE

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 206151] Audit Date: 16/03/2021 PA Score: A

Deadline date:16/07/2021

GOOD PRACTICES:

None observed/未发现

AREAS OF IMPROVEMENT:

The auditee had documented the occupational health and safety management procedure and collected the relevant law and regulations on occupational health and safety relevant for its activities regularly. Mr. Shunfei QIU/Production Manager was assigned to responsible for implementation of the occupational health and safety issues. The main production process included die-cutting, sewing, inspection and packing. The workplace had maintained in suitable working environment. The auditee carried out the occupational health and safety risk assessment including all production activities, workplaces, machinery, equipment, chemicals, tools, processes, vulnerable workers, transmittable and non-transmittable diseases in the work environment, etc. Workers had right to remove herself or himself from imminent danger without seeking permission from their management. First aid facilities and emergency first aid instruction had provided at the workplace and the auditee recorded the accident case accordingly. The auditee provided the adequate potable water at workplace for free drinking. Firefighting facilities had installed and inspection monthly for the production building, such as fire alarm system, fire hydrant, fire extinguishers, emergency lights, evacuation exit sign etc. The function of fire hydrant had been tested with sufficient water during the site observation. The auditee carried out the fire drills twice per year and the latest one conducted on 9 March 2021. Fire drill plans, reports, attendance records and photos had been reviewed. The auditee did not provide the dormitory, kitchen and canteen to workers. However, gaps had been identified in implementation.

被审核方制定了文件化职业健康与安全程序并定期地收集与其相关活动的职业健康与安全方面的法律法规。生产经理邱顺飞先生负责职业健康与安全项目的执行。主要的生产工序包括裁断、缝制、检验和包装。工作场所的环境保持合适的工作环境。被审核方进行了职业健康与安全的风险评估涵盖所有生产活动、生产车间、机器、设备、化学品、工具、过程、弱势工人、工作环境中的传染性和非传染性疾病等。员工有权从重大危险发生时立即撤离而不需要经过管理人员的许可。作业场所提供了急救设施和紧急急救指南且工伤事故都会被记录。被审核方提供了足够的饮水设施给员工免费饮用。在生产大楼内消防设施已经进行了安装和定期的检查，例如消防报警系统、消防栓、灭火器、应急照明，安全出口灯具等。在现场审核期间，消防栓的功能进行了测试并且有足够的水。被审核方每年进行两次消防演习，最近一次是在2021年3月9日进行。消防演习的计划，报告，出席记录和照片被提供查阅。被审核方未提供宿舍、食堂和餐厅给员工。然而，在实施中仍存在差距。

- 7.11 - 1. The auditee failed to provide the valid Building Construction related document for the 6th floor of the production which constructed in October 2011 (production building covered around 1000 s.q. meters). According to site observation, the building was maintained well and sound in good condition. (Reference law and regulation: Article 61 of Construction Law of the People's Republic of China). 2. The auditee did not retain the valid Fire Safety related document from their building owner for the 6F of the production which constructed in October 2011 (production building covered around 1000 s.q. meters). According to site observation, the auditee had equipped with adequate firefighting facilities and maintained well. The management representative confirmed the finding and would take corrective action for the finding as soon as possible. (Reference law and regulation: Article 13 of Fire Prevention Law Of The People's Republic Of China)

1. 被审核方未能提供扩建于2011年10月的6层楼面积约为1000平方米的建筑结构安全相关文件。根据现场观察，建筑物维护良好且保持良好的状况。(参考法律法规：中华人民共和国建筑法第六十一条) 2. 被审核方未能从其建筑物所有者中获得扩建于2011年10月的第6层楼面积约为1000平方米的消防安全相关文件。根据现场观察，被审核方已经配置了足够的消防设施并进行了良好的维保。管理者代表确认发现点并将尽快对发现点进行改善。(参考法律法规：中华人民共和国消防法第十三条)

- 7.17 - No safety pulley guards equipped for rotation parts of post-bed machines. No needle shields were equipped for all lockstitch sewing machines and pattern sewing machines, which located at the 5F of production building. No finger guards equipped for lockstitch sewing machines. (Reference Law and Regulation: Article 6.1.2 of General Rules of Design of Occupational Health and Safety of Production Facility (GB 5083-1999))

根据现场观察，位于生产楼5楼的高头车皮带轮的旋转部分未安装皮带轮保护罩。所有的高头车和模板车未配置挡针板。平车未安装护指圈(参考法律法规：《生产设备安全卫生设计总则》(GB 5083-1999)第6.1.2条)

- 7.22 - The auditee did not equip the privacy doors for toilet located at the each floors of production building. In additional, there was no soap and tissues provided in the toilet.

被审核方未给位于生产楼每层的卫生间安装隐私门。另外，洗手间未提供香皂和卫生纸。

Remarks from Auditee:

NONE

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 206151] Audit Date: 16/03/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed/未发现

AREAS OF IMPROVEMENT:

Robust age-verification mechanisms had been set up and used as part of the recruitment process. The auditee refused to recruit the workers who were less than 16 years old. Child labor remediation process had defined to guide what to do in the event of child labor employed by mistake.

The auditee checked the original ID cards to identify the actual age of all applicants and the photocopies of ID cards had kept in personnel files and maintained in the auditee. The candidates could not be employed if any suspicion or deflection about ID cards authenticity existed. According to site observation, there was no visible underage workers observed. According to the roster of workers and all sampled workers' personnel files review including ID copies, no child labor and juvenile worker employed by the auditee. Currently, the youngest worker was 26 years old.

被审核方建立了完善的年龄识别机制并在招聘流程中使用。被审核方不雇佣年龄低于16周岁的人员。童工补救措施也被定义去指引万一错误雇佣童工应该做什么。被审核方检查员工的身份证原件去识别应聘者的真实年龄并会复印一张身份证存留在其人事档案中并存在工厂。如果存在可疑或是身份证的真实性存在瑕疵，应聘者将被拒绝聘用。根据现场观察，未发现明显的低于法定年龄的员工。根据查阅员工花名册和所有抽样员工的人事档案包括身份证复印件，未发现被审核方有雇佣童工或是未成年工。目前被审核方最年轻的员工为26周岁。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 206151] Audit Date: 16/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None observed/未发现	
AREAS OF IMPROVEMENT: <p>The auditee established the young workers protection procedure to ensure young workers did not participate the night work and protected against to their health, safety and development. The auditee had carried out the risk assessment for young workers to ensure young workers do not work at night, hazardous working environment and heavy workload position. According to management representative interview, the grievance mechanism and occupational health and safety training would communicate to young workers individually if the auditee employed the young workers. The auditee would arrange for the young workers health check and register after employed and before job arrangement if the auditee employed the young worker as per young workers protection regulation. Meanwhile, the auditee would not arrange young workers working at the night shift, hazardous working environment and heavy workload position.</p> <p>被审核方建立了未成年工保护程序以确保未成年工不会参与夜班且免受影响其健康、安全和发展的工作条件伤害。被审核方进行了未成年工的风险评估确保未成年工无需在夜间工作，危险工作环境工作和重体力岗位。根据管理者代表的访谈，如果被审核方聘用未成年工，被审核方将会把申诉机制和职业健康与安全进行单独的培训。如果雇佣未成年工，被审核方将会未成年工招聘之后和安排工作岗位之前依据未成年工保护条例安排了未成年工的体检和登记备案。同时也不会安排未成年工在夜班，有害工作环境和重体力工作岗位。</p>	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 206151] Audit Date: 16/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None observed/未发现	
AREAS OF IMPROVEMENT: <p>The auditee had established the no precarious employment relationships with workers. For example, the auditee signed the labor contracts with workers after employed and one copy of labor contract were provided to workers for keeping. The auditee monitored the work cycles was respectful to the workers at every step, such as recruitment process, remuneration, hours of work, disciplinary measures, promotion, trainings, termination of employment etc. No dispatched workers, seasonal workers, migrant workers, summer job workers, apprentice workers and temporary workers hired by auditee. The labor contracts of 10 sampled workers had provided for review. The labor contracts had included the nature of work, working hours, wages, leave entitlements, benefits, what fees the worker will be charged and the amount(s), other benefits provided and wage deductions etc.</p> <p>被审核方已经与员工建立了有保障雇佣关系，例如，被审核方在聘用后的30日内与员工签署了劳动合同并提供一份副本给员工保存。被审核方监督工作环节是否每个阶段都尊重员工，例如：招聘流程，报酬，工作时间，惩戒措施，晋升，培训和终止合同等。被审核方未雇佣派遣工、季节工、外劳、暑期工，学徒工以及临时工。在审核期间，10名抽样员工的劳动合同提供查阅。劳动合同内容包括了工作性质，工作时间，工资，休假权利，福利，那些费用需要支付，其他提供的福利和工资中的代扣减项等。</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 206151] Audit Date: 16/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None observed/未发现	
AREAS OF IMPROVEMENT: <p>No any form of servitude, forced, bonded, indentured, trafficked or non-voluntary Labour identified during the audit. The auditee established a written policy and procedure against involuntary labor. The auditee just asked the workers to provide original government-issued certificate such as national ID card or any other private certificate for review, but no original documents would be withheld by the auditee. The auditee checked applicants' original certificates and kept the photocopies of those certificates such as the ID cards certificate in the personnel files as per recruitment process. Workers could freely terminate the employment contracts upon 30 days advance notice in written form after probation period or 3 days advance notice in written form during probation period. No movement restriction implemented in the auditee, and workers could access to toilets or drinking freely without any restriction. Workers could leave the auditee during the meal break or after the shift ended freely.</p> <p>在审核期间未发现任何形式的奴役，强迫，抵债，契约，买卖和非自愿劳工。被审核方针对非自愿劳工建立了书面的政策和程序。被审核方在招聘过程中仅要求员工提供政府发放证件如身份证或其它个人证书供查阅，但是被审核方不会将其原件扣留。被审核方检查应聘者的身份证证明并保留一份证件的副本如身份证和学历证明在其个人档案中。员工可以自由选择终止劳动关系在30天的通知期和试用期员工3天的通知期后。被审核方未限制员工在厂区内移动且员工可以自由的使用洗手间和饮水设施而无限制。员工在餐休和下班之后可以自由的离开工厂。</p>	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 206151] Audit Date: 16/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None observed/未发现	
AREAS OF IMPROVEMENT: <p>Environmental protection policy and procedure had established by the auditee. The auditee had collected and updated related laws and regulations regarding environmental protection quarterly as per Laws and Regulations Collection and Updating Procedure. The auditee had identified significant environmental impacts. The auditee has obtained the environmental impact assessment of the construction project on 8 June 2013 according to the local environmental protection regulation. The auditee got the approval of EIA on 9 October 2015. The auditee had finished the pollutant registration on the National Pollutant Permit Management Information Platform on 20 May 2020 and the registration number was 91350583060367285M001W and valid until 19 May 2025. No industry wastewater and air emission were generated during the production process. The waste living water had been discharged to the local municipal sewage pipe network. The boundary noise generated by the sewing machine and die-cutting machines had monitored and the result was acceptable.</p> <p>被审核方建立了环境保护政策和程序。被审核方已经按照法律法规收集和更新程序对涉及环境保护的相关法律法规进行收集和更新。被审核方对重大环境影响因素进行识别。被审核方已经在2013年6月8日依据法规要求进行了建设项目环境影响评价表。被审核方在2015年10月9日获得了环评批复。被审核方已于2020年5月20日在全国排污许可证管理信息评估对排污进行登记。登记号为91350583060367285M001W且有效期至2025年5月19日。在生产过程中不产生废水和废气排放。生活废水排放至当地市政污水管网。由针车设备和裁断设备产生的厂界噪音已经定期监测并结果合格。</p>	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 206151] Audit Date: 16/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None observed/未发现	
AREAS OF IMPROVEMENT: <p>The auditee established the Business Ethics policy and procedure included the information disclosure, condemns corruption, extortion and bribery as unacceptable unethical behaviours perpetrated in its business and sphere of influence. The auditee required keeping accurate information regarding its own activities structure and performance, which included that all documents were required accurately and no falsifying information permitted in their supply chain. Any claim made by the auditee in terms of its activity must be correct. The auditee had provided the Business ethics training including anti-corruption and anti-bribery to workers. The auditee conducted the risk assessment for their business activities to identify the risk of business ethic. The business ethic procedure had indicated that any misbehaviour among the workers would investigate and discourage. The personal information had been protected in accordance with privacy and information security policy. Different responsible person had protected the privacy information regarding workers and clients.</p> <p>被审核方建立商业道德政策包括信息公开、谴责腐败、在其业务和影响范围内的勒索和贿赂是不可接受的和不道德的行为。被审核方要求针对自身活动架构内和表现应保留准确的信息要求准确且在其供应链中虚假信息也是不被允许的。任何由被审核方做出的就其活动而言声明都必须是正确的。被审核方已经提供了包括防腐败和反贿赂的商业道德培训给员工。被审核方进行了商业活动中的风险评估以识别可能存在的商业道德的风险。商业道德程序已经指明不道德的行为将被调查和不鼓励。个人信息依据隐私和信息安全政策进行了保护。针对员工和客户的个人隐私有不同的责任人负责保护。</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	16/03/2021	206151	D	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos

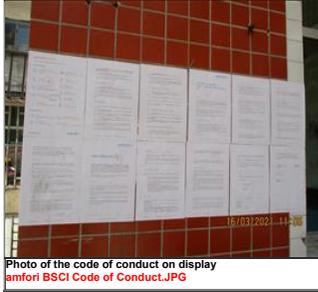


Photo of the code of conduct on display
amfori BSCI Code of Conduct.JPG



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



Photo of fire safety equipment
11. Fire hydrant test.JPG



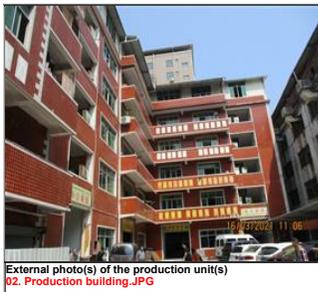
External photo(s) of the production unit(s)
01. Entrance of the auditee.JPG



Photo of the inside of the main production hall
10. Fingerprint attendance recorder.JPG



Photo first aid facilities
Emergency first aid instruction.JPG



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



Photo of the inside of the main production hall
11. Office area.JPG



Photo first aid facilities
First aid box.JPG



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



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



Photo first aid facilities
First aid kits.JPG



External photo(s) of the production unit(s)
04. Nameplate of the auditee.JPG



Photo of fire safety equipment
02. Staircase with emergency light.JPG



Photo of chemical storage room (if applicable)
Lubricant oil stored within secondary container.JPG



Photo of the inside of the main production hall
01. Raw materials storing area.JPG



Photo of fire safety equipment
03. Fire door.JPG

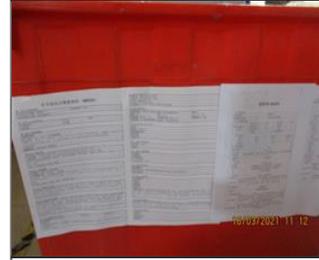


Photo of chemical storage room (if applicable)
MSDS of chemical materials.JPG



Photo of the inside of the main production hall
02. Accessories storing area.JPG



Photo of fire safety equipment
04. Evacuation indicator.JPG



Photo of the sanitary facilities
Drinking facility.JPG



Photo of the inside of the main production hall
03. Cutting section.JPG



Photo of fire safety equipment
05. Evacuation pathway kept clear.JPG



Photo of non-conformity
Finding 5.5. No legal required social insurance provided to all workers.JPG



Photo of the inside of the main production hall
04. Sewing section.JPG



Photo of fire safety equipment
06. Evacuation map.JPG

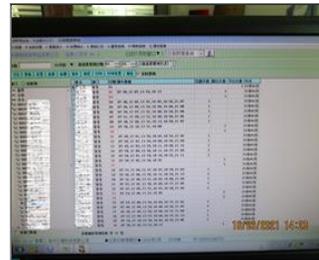


Photo of non-conformity
Finding 6.2. Monthly overtime working hours exceeded legal requirement.JPG



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



Photo of fire safety equipment
07. Fire alarm.JPG



Photo of non-conformity
Finding 7.17. No finger guards equipped for lockstitch sewing machines.JPG



Photo of the inside of the main production hall
06. Final warehouse.JPG



Photo of fire safety equipment
08. Fire extinguisher.JPG



Photo of non-conformity
Finding 7.17. No needle shield equipped for pattern sewing machines.JPG



Photo of the inside of the main production hall
07. Cargo lift.JPG



Photo of fire safety equipment
09. Fire hydrant.JPG



Photo of non-conformity
Finding 7.17. No safety pulley guards and no needle guards for for post-bed sewing machines .JPG



Photo of the inside of the main production hall
08. Electricity box with warning sign.JPG



Photo of fire safety equipment
10. Inside of the fire hydrant.JPG



Photo of non-conformity
Finding 7.22. No privacy doors installed and no soap and tissues provided.JPG