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Auditee :	<b>Xuancheng Fumeida New Materials Co., Ltd</b>
Audit Date From :	<b>11/09/2020</b>
Audit Date To :	<b>11/09/2020</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>BureauVeritas</b>
Auditor's Name(s) :	<b>Ferric He(Lead)</b>
Auditing Branch (if applicable) :	

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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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Rating Definitions



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

**Main Auditee Information**



Name of producer :	<b>Xuancheng Fumeida New Materials Co., Ltd</b>		
DBID number :	<b>335453</b>		
Audit ID :	<b>192300</b>		
Address :	<b>No.5, Meizigang Road, North District Industrial Park Xuancheng</b>		
Province :	<b>Anhui</b>	Country :	<b>China</b>
Management Representative :	<b>Dongsheng Wang</b>		
Contact person:	<b>Wenwen Xu</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Plastic Industry</b>	Product group :	<b>Plastic and articles thereof</b>
Product Type :	<b>Wood-plastic composite</b>		

**Audit Details**



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" 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 : 11/09/2021	

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	A	A	A	A	A	A	A

**Executive summary of audit report**

Factory name: Xuancheng Fumeida New Materials Co., Ltd 宣城福美达新材料有限公司  
 Factory address: No.5, Meizigang Road, North District Industrial Park, Xuancheng City, Anhui Province, China. 中国安徽省宣城市宣州工业园新区  
 Business license number: 91341802672610346Q

The factory was established on March 12, 2008 and the business license was valid from March 12, 2008 to long term, it was mainly manufacturing Wood-plastic composite, such as wood plastic floor, fence. The main production activities in the factory were mixing, squeezing, injection molding, polishing, assembling, inspection and packing.  
 Per factory management interview, there was no peak season in the factory. Their capacity was 15,000 tons per year.  
 The audited factory used one 3-storey office building, two 1-storey production building and one 3-storey dormitory building, the canteen was located at the 1st floor of dormitory building.

There were totally 89 employees in the factory, including 35 non-production employees and 54 production employees. There were 60 male employees and 29 female employees. The youngest employee worked in the factory was 24 years old.  
 Production workers' working hours were recorded by fingerprint system with detailed time in and time out information. There were two shifts for mixing workers and squeezing workers, the 1st shift was from 07:30 to 19:30 with 8 regular hours and 2 overtime hours, the 2nd shift was from 19:30 to 07:30 with 8 regular hours and 2 overtime hours. There was only one shift for other workers, it was from 08:00 to 12:00 and 13:00 to 17:00, the lunch break was from 12:00 to 13:00, the overtime was from 18:00-20:00 pm. Production workers were paid in monthly salary at the 20th day of next month by bank transfer.

According to the payroll and attendance records of 5 sample employees from June 2020 and 5 sample employees from July 2020, it was noted that the regular wage of all sampled employees in these months were minimum RMB 1800 per month, the local minimum wage was RMB 1380 per month equivalent to RMB 7.93/hour since Nov 1, 2018. All sampled employees were paid with 150% and 200% of regular wages for their work on weekdays and rest days respectively, which was in line with statutory requirement. No overtime works were noted in statutory holidays. Additional 5 attendance records were sampled from Aug 2020 for working hours verification, according to the sampled records, employees' maximum overtime hours was 2 hours a weekday, 10 hours a rest day, 0 hour a holiday, 20 hours a week and 92 hours a month in the testing months. The maximum weekly working hours were 60 hours. The longest consecutive working days were 6 days in the testing periods.

According to the social insurance payment receipt of Aug 2020 provided by factory management, it was noted that there were 89 workers in the factory, including 4 new workers, only 49 out of 85 employees (57%) were provided with pension, unemployment, maternity and medical insurance and accident insurance. Additionally, 55 employees were provided with commercial accident insurance, which valid from March 10, 2020 to March 9, 2021.  
 The attendance records were cross-checked against production records, attendance records, payroll records and confidential interviews, no inconsistencies regarding working hours were found.  
 At the end of the audit, a closing meeting was held with the factory representatives. All of the findings were disclosed and discussed and a corrective action plan was explained to the factory representatives, Mr. Dongsheng Wang/HR manager agreed with the findings and signed the corrective action plan.

Opening meeting factory representatives (name and titles)  
 Mr. Dongsheng Wang/HR manager;  
 Mr. Yang Yang/ Worker Representative;  
 Mr. Zhipeng Zhu/General manager;  
 Mr. Kang Wang/Admin Supervisor;  
 Mr. Jianfei Ge/Quality supervisor;  
 Mrs. Yunfeng Zhou/Finance manager;  
 Remark:  
 1. There was no contractor used by the auditee, which makes the contractor license/permit not applicable.  
 2. There was no agency used by the auditee, which makes the agency labor contract not applicable.  
 3. The Government waivers were not applicable in the auditee.  
 4. The Collective bargaining agreements were not applicable in the auditee.  
 5. This was partial follow up audit, no finding was observed in environmental protection issues in last audit, which makes the environmental impact assessment records not applicable in this audit.

6. Audit Company: Bureau Veritas Consumer Products Service  
Audit Company APSCA Number: 11600002  
Lead Auditor Name: Ferric He  
APSCA Auditor Registered Number: RA 21702093

Remark: The current address showed on BSCI platform is "No.5, Meizigang Road, North District Industrial Park, Xuancheng, Anhui, China", it is more detailed address which is different in description for the address "New District, Xuanzhou Industrial Park, Xuancheng, Anhui, China" showed on business license. Based on management interview and document review, the address on the business license is the registered address, and in the year of 2015, the local government adjusted the local area plan, named the road before the gate and assigned new house number "No. 5, Meizigang Road", in fact, the both addresses are the same one.

**Ratings Summary**



Auditee's background information			
Auditee's name :	<b>Xuancheng Fumeida New Materials Co., Ltd</b>	Legal status :	<b>Ltd company</b>
Local Name :	宣城福美达新材料有限公司 (91341802672610346Q)	Year in which the auditee was founded :	<b>2008</b>
Address :	<b>No.5, Meizigang Road, North District Industrial Park</b>	Contact person (please select) :	<b>Wenwen Xu</b>
Province :	<b>Anhui</b>	Contact's Email :	<b>amy.xu@forestar-wpc.com</b>
City :	<b>Xuancheng</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>None</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>None</b>
GPS coordinates :	<b>N 31°1'15"; E 118°42'27"</b>	Total turnover (in Euros) :	<b>12000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>80.00</b>
Industry :	<b>Plastic Industry</b>	Of which domestic market % :	<b>20.00</b>
If other, please specify :		Production volume :	<b>15,000 tons per year</b>
Product Group :	<b>Plastic and articles thereof</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Wood-plastic composite</b>		

Auditee's employment structure at the time of the audit			
Total number of workers :	<b>89</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>60</b>	<b>29</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>5</b>	<b>1</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>5</b>	<b>2</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>60</b>	<b>29</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>32</b>	<b>0</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**

1- Followup Audit [Audit Id - 192300] Audit Date: 11/09/2020 PA Score: D

Deadline date:11/12/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The factory partially respected this performance area. The factory had established BSCI policy and procedure, and established complete management system to implement BSCI social system. Training about BSCI COC was provided to all employees. The factory had conducted social responsibility assessment for main suppliers, and asked them to sign BSCI COC. There were weakness of factory BSCI system management, the factory did not conduct effective production capacity assessment to control the overtime hours.

工厂部分的尊敬了这个执行领域。工厂建立了BSCI程序文件，有建立完整的管理系统以实施BSCI体系，工厂有提供针对BSCI的培训给所有员工。工厂对主要供应商进行了社会责任评估，并要求供应商签署了BSCI COC。工厂的BSCI管理体系管理存在不足，没有有效的进行生产能力评估控制加班时间。

**1.1 -** Previous finding: The factory had established BSCI management system, but it was not effectively implemented, such as workers overtime working exceeded legal requirement, partial EHS issues were found. This violated Performance Area 1: Social Management System and Cascade Effect 1.1 Follow up audit (11/09/2020): Not corrected The factory had established BSCI management system, but it was not effectively implemented, partial findings in last audit was corrected, but workers overtime working exceeded legal requirement, partial EHS issues were found. This violated Performance Area 1: Social Management System and Cascade Effect 1.1

上次问题点：工厂已经建立了BSCI管理系统，但是没有有效的被执行，比如工人加班工作超法规要求，部分环境健康安全的问题被发现。根据执行领域1：社会管理体系和级联效应 1.1. 跟进审核(11/09/2020)：未改善 工厂已经建立了BSCI管理系统，但是没有有效的被执行，上次审核的部分问题进行了改善，但仍有工人加班工作超法规要求，部分环境健康安全的问题被发现。根据执行领域1：社会管理体系和级联效应 1.1.

**1.3 -** Previous finding: The factory did not ask all suppliers to sign BSCI Code of Conduct. This violated Performance Area 1: Social Management System and Cascade Effect 1.3 Follow up audit (11/09/2020): Corrected Based on document review, it was noted that the factory had asked main suppliers to sign the BSCI COC, and records were kept for review, this findings were closed.

上次问题点：工厂未要求所有供应商签署BSCI行为守则。根据执行领域1：社会管理体系和级联效应 1.3 跟进审核(11/09/2020)：已改善 通过查看文件得知，工厂已要求主要供应商签署了BSCI COC，文件有保存查看，问题点关闭。

**1.4 -** Previous finding: The factory had established the production capacity assessment procedure, but they had not assessed production capacity. This violated Performance Area 1: Social Management System and Cascade Effect 1.4 Follow up audit (11/09/2020): Not corrected The factory had established the production capacity assessment procedure, but they had not assessed production capacity, workers' overtime hours exceeded local law's requirement. This violated Performance Area 1: Social Management System and Cascade Effect 1.4.

上次问题点：工厂已建立生产能力评估程序，但还未进行生产能力评估。根据执行领域1：社会管理体系和级联效应 1.4. 跟进审核(11/09/2020)：未改善 工厂已建立生产能力评估程序，但还未进行生产能力评估，员工的加班时间超过法规要求。根据执行领域1：社会管理体系和级联效应 1.4.

**Remarks from Auditee:**

The factory agreed the finding and no other comment.

Full Audit [Audit Id - 181264] Audit Date: 22/05/2020 PA Score: D

Deadline date:22/08/2020

**Good practices**

Nil

**Areas of improvement**

The factory established complete procedure on Amfori BSCI system, and this management system was implemented, regular internal assessment of social responsibility implementation was conducted. Factory management was appointed as Amfori BSCI management representative, the management representative was familiar with the Amfori BSCI code and requirement, workers were provided with regular BSCI COC training. The factory had assessed the social performance for its suppliers periodically, but suppliers were not asked to sign BSCI COC. For the production management, the factory did not conduct production capacity assessment.

工厂有建立完整的Amfori BSCI程序并实施该管理体系，并定期对社会责任运行情况进行了内部审核。工厂管理层人员被任命为Amfori BSCI管理代表，该管理代表了解Amfori BSCI行为守则内容及要求，有给员工提供BSCI行为守则内容培训。工厂有对供应商进行定期社会责任评审，但没有要求供应商签署BSCI行为守则。工厂在生产管理方面，没有进行有效的生产能力评估。

**1.1 -** The factory had established BSCI management system, but it was not effectively implemented, such as workers overtime working exceeded legal requirement, partial EHS issues were found. This violated Performance Area 1: Social Management System and Cascade Effect 1.1

工厂已经建立了BSCI管理系统，但是没有有效的被执行，比如工人加班工作超法规要求，部分环境健康安全的问题被发现。根据执行领域1：社会管理体系和级联效应 1.1.

**1.3 -** The factory did not ask all suppliers to sign BSCI Code of Conduct. This violated Performance Area 1: Social Management System and Cascade Effect 1.3

工厂未要求所有供应商签署BSCI行为守则。根据执行领域1：社会管理体系和级联效应 1.3

**1.4 -** The factory had established the production capacity assessment procedure, but they had not assessed production capacity. This violated Performance Area 1: Social Management System and Cascade Effect 1.4

工厂已建立生产能力评估程序，但还未进行生产能力评估。根据执行领域1：社会管理体系和级联效应 1.4.

**Remarks from Auditee**

The factory agreed the finding and no other comment.

<b>Performance Area 2 : Workers Involvement and Protection</b>	
1- Followup Audit [Audit Id - 192300] Audit Date: 11/09/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory respected this performance area. The employee representatives were selected by the employee freely. The training was provided to employees, and the management had periodic meetings with workers and worker representative. The factory had established the effective external communication mechanism according to stakeholders. The factory established a long-term goals to reflect a step-by-step approach toward sustainable improvements.</p> <p>工厂尊敬了这个执行领域要求。工厂的员工代表是由工人选举出来的。工厂提供了培训给员工，并且定期与员工和员工代表开会沟通，工厂有针对性对利益相关方建立有效的对外沟通机制，工厂有建立一个长期目标来体现工厂通过渐进的方式持续发展社会责任，从而实现该目标。</p> <p><b>2.5 -</b> Previous finding: The established grievance mechanism was not including all interested parties, only for internal part. In accordance with Performance Area 2: Workers Involvement and Protection 2.5. Follow up audit (11/09/2020): Corrected Based on document review, the factory had established grievance procedure for external interested parties, no actual grievance case occurred recently, this finding was closed. 上次问题点：工厂建立的申诉机制没有包含所有利益相关方，只是对工厂内部适用。根据执行领域2：工人参与和保护2.5 跟进审核(11/09/2020): 已改善 通过查看文件核实，工厂已建立了外部相关方的申诉机制，最近没有实际的申诉案例，问题点关闭。</p>	
<b>Remarks from Auditee:</b> None	
Full Audit [Audit Id - 181264] Audit Date: 22/05/2020 PA Score: A	Deadline date:22/08/2020
<b>Good practices</b> Nil	
<b>Areas of improvement</b> <p>The factory established the social performance long-term goals with details actions to protect workers. And the factory provided training on workers' right and responsibility and Amfori BSCI to workers, interviewed workers indicated that they knew their owned right and responsibility need to follow. The auditee had established grievance mechanism for workers such as, suggestion box was available and worker representatives were elected. Based on document review and management interview, the grievance procedure did not include stakeholders.</p> <p>工厂有建立社会责任长期目标及具体的实施措施来保护员工。工厂有给所有员工提供权利义务及Amfori BSCI培训，访谈显示员工了解其所拥有的权利和需要遵守的义务。工厂建立了员工申诉渠道，如设置了意见箱，选举了员工代表。文件查看和管理层访谈确认，工厂的申诉程序没有包含利益相关方。</p> <p><b>2.5 -</b> The established grievance mechanism was not including all interested parties, only for internal part. In accordance with Performance Area 2: Workers Involvement and Protection 2.5. 工厂建立的申诉机制没有包含所有利益相关方，只是对工厂内部适用。根据执行领域2：工人参与和保护2.5</p>	
<b>Remarks from Auditee</b> The factory agreed the finding and no other comment.	
<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
1- Followup Audit [Audit Id - 192300] Audit Date: 11/09/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.</p> <p>前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。</p>	
<b>Remarks from Auditee:</b> None	
Full Audit [Audit Id - 181264] Audit Date: 22/05/2020 PA Score: A	Deadline date:
<b>Good practices</b> Nil	
<b>Areas of improvement</b> <p>The factory collected local laws about freedom of association, the procedure was established. Worker representatives were elected by employees and they had meetings with factory management regularly to discuss workers' suggestions. Based on the interview statement of worker representative, they would not be discriminated by the factory for implementing the duties, and workers could access to them freely. Interviewed workers indicated that they were free to communicate with worker representatives, they were satisfied with factory management.</p> <p>工厂收集了自由结社的法规，建立了程序制度。工厂由员工选举了员工代表，员工代表有定期和工厂管理层开会，讨论员工提出的建议。员工代表访谈显示，他不会因行使其职权而被歧视，并且员工可以随时同他们沟通。访谈的员工表示，他们可以自由和员工代表交流，对工厂管理比较满意。</p>	
<b>Remarks from Auditee</b> None	

<b>Performance Area 4 : No Discrimination</b>	
1- Followup Audit [Audit Id - 192300] Audit Date: 11/09/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。	
<b>Remarks from Auditee:</b> None	
Full Audit [Audit Id - 181264] Audit Date: 22/05/2020 PA Score: A	Deadline date:
<u>Good practices</u> Nil	
<u>Areas of improvement</u> The factory established policy on anti-discrimination, and the factory conducted the discrimination risk assessment and established the prevention and corrective actions. For example, the factory identified that they should not discriminate workers due to workers' health conditions and ages, they should not conduct unreasonable health testing during the recruitment, and should not discriminate pregnant and young workers. No actual discrimination case raised during workers interview, they were paid the same in the same workshop, they had same opportunity for wage increasing and training. 工厂建立了禁止歧视的政策, 工厂有进行歧视风险评估并制定预防及改善措施。例如工厂识别出不能因身体条件及年龄而歧视员工, 不能对入职员工进行不合理的身体检查, 且不能歧视怀孕女工及未成年工。员工访谈期间没有员工提出歧视的案例, 他们在同一个车间能够得到同样的工资报酬, 有同等机会加薪和参加培训等。	
<b>Remarks from Auditee</b> None	

<b>Performance Area 5 : Fair Remuneration</b>	
1- Followup Audit [Audit Id - 192300] Audit Date: 11/09/2020 PA Score: B	Deadline date:11/12/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory partially respected the requirement of this performance area. The factory respected the local law requirements of wage and benefits, and the wage related regulations were posted and clearly communicated to all employees by training. Workers' wage was calculated in monthly salary, the minimum wage was RMB 1800/month, it was higher than local minimum wage standard. Enough overtime wage and statutory holiday wage were provided for workers. Their wage was paid at the 20th day of next month by bank transfer, it was paid in timely and no other unreasonable wage was deducted. According to workers interview and worker representatives interview, only part workers were provided with all kinds of social insurance.</p> <p>工厂部分的尊敬了这个执行领域要求。工厂遵守当地关于工资和福利的要求，并且把相关法规要求张贴出来，并且通过员工手册和培训让员工知晓。员工的工资为月薪制，工厂为员工提供的最低工资为RMB 1800/月，高于法定最低工资标准。同时有提供足够的加班工资、法定假工资给员工。员工的工资在下个月的20号左右通过银行转账发放，工资准时发放，没有不合理扣款。通过员工和工厂代表访谈，只有部分员工获得了所有类型的社会保险。</p> <p><b>5.5 -</b> Previous finding: According to the social insurance payment receipt of April 2020 provided by factory management, it was noted that only 36 out of 88 employees (40.9%) were provided with pension, unemployment, maternity and medical insurance, 50 out of 88 workers (56.82%) were provided with accident insurance. 55 employees were provided with commercial accident insurance, which valid from March 10, 2020 to March 9, 2021. Factory management agreed with the issue and would take corrective action as soon as possible. This violated Article 73 of the Labor Law of the People's Republic of China. Follow up audit (11/09/2020): Not corrected According to the social insurance payment receipt of Aug 2020 provided by factory management, it was noted that there were 89 workers in the factory, including 4 new workers, only 49 out of 85 employees (57%) were provided with pension, unemployment, maternity and medical insurance and accident insurance. Additionally, 55 employees were provided with commercial accident insurance, which valid from March 10, 2020 to March 9, 2021. Factory management agreed with the issue and would take corrective action as soon as possible. This violated Article 73 of the Labor Law of the People's Republic of China.</p> <p>上次问题点：根据厂方提供的2020年4月的社会保险缴费单据显示，工厂为36/88名员工（40.9%）提供了养老，生育，失业和医疗保险，为50/88名员工（56.82%）提供了工伤保险。工厂为55名员工提供了商业意外险，有效期为2020年3月10日到2021年3月9日。工厂同意该问题并表示尽快改善。根据《中华人民共和国劳动法》第73条 跟进审核(11/09/2020): 未改善 根据厂方提供的2020年8月的社会保险缴费单据显示，工厂有89名员工，包含4名新员工，工厂为49/85名员工（57%）提供了养老，生育，失业，医疗和工伤保险。工厂另外为55名员工提供了商业意外险，有效期为2020年3月10日到2021年3月9日。工厂同意该问题并表示尽快改善。根据《中华人民共和国劳动法》第73条</p>	
<b>Remarks from Auditee:</b> The factory agreed the finding and no other comment.	
Full Audit [Audit Id - 181264] Audit Date: 22/05/2020 PA Score: B	Deadline date:22/08/2020
<b>Good practices</b> Nil	
<b>Areas of improvement</b> <p>The factory established wage and benefit policies, complete payroll records were kept for review, based on the sampled wages of Aug 2019, Feb 2020 and April 2020, workers' wages were paid by monthly salary and wages were paid at 20th day of the following month by bank transfer. The minimum wage paid by the factory was RMB 1800/month, the local minimum wage was RMB 1380/month equivalent to RMB 7.93/hour from Nov 1, 2018, actually workers were paid more than local minimum wage. No any deduction except social insurance fee and personal income tax were made from wages, it was in line with local law's requirement. The factory provided benefits such as paid statutory holidays wages and annual leave etc. to workers according to legal law. But gaps on social insurance was identified between the Amfori BSCI requirement as follow: The factory only provided five kinds of social insurance for part workers.</p> <p>工厂有建立工资福利政策，有保存完整的工资记录供查看，本次审核抽样员工2019年8月、2020年2月和2020年4月的工资查看，员工工资为月薪制，在次月20号左右通过银行转账支付。工厂为员工支付了最低RMB 1800/月的最低工资，法定最低工资为2018年11月1日起RMB 1380/月，等同于RMB 7.93/小时，实际支付的工资高于法定最低工资。员工的工资记录显示，员工工资中仅有社保和个税扣款，符合法规要求。工厂依法为员工提供法定节假日及带薪年假等假期。但是工厂在社保方面同Amfori BSCI有如下差距：工厂只为部分员工提供了所有五种保险。</p> <p><b>5.5 -</b> According to the social insurance payment receipt of April 2020 provided by factory management, it was noted that only 36 out of 88 employees (40.9%) were provided with pension, unemployment, maternity and medical insurance, 50 out of 88 workers (56.82%) were provided with accident insurance. 55 employees were provided with commercial accident insurance, which valid from March 10, 2020 to March 9, 2021. Factory management agreed with the issue and would take corrective action as soon as possible. This violated Article 73 of the Labor Law of the People's Republic of China.</p> <p>根据厂方提供的2020年4月的社会保险缴费单据显示，工厂为36/88名员工（40.9%）提供了养老，生育，失业和医疗保险，为50/88名员工（56.82%）提供了工伤保险。工厂为55名员工提供了商业意外险，有效期为2020年3月10日到2021年3月9日。工厂同意该问题并表示尽快改善。根据《中华人民共和国劳动法》第73条</p>	
<b>Remarks from Auditee</b> The factory agreed the finding and no other comment.	

<b>Performance Area 6 : Decent Working Hours</b>	
1- Followup Audit [Audit Id - 192300] Audit Date: 11/09/2020 PA Score: D	Deadline date:11/12/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory partially respected this performance area. The factory respected local law related to normal working hours, and the factory had clearly communicated working hour policy to all employees through training. The regular hours were 8 hours per day and 5 days per week. There were two working shifts in material mixing workshop and squeezing workshop, only one shift in other workshops. Their working hours were recorded by fingerprint system, they could have at least one day of per week. But workers' monthly overtime hours exceeded local law's requirement. Interviewed employees confirmed that they could choose to overtime working or not.</p> <p>工厂部分的尊敬了这个执行领域。工厂尊重了基本的正常工作时间规定，工厂向员工传达了工厂关于工作时间的政策。员工的正常工时为每天8小时，每周5天。在混料和挤出车间有两个班次，其他车间一个班次。员工通过指纹打卡记录考勤，员工能够获得至少每周一天的休息时间。但员工的月加班时间超过了法规要求。面谈的员工证实加班是自愿的。</p> <p><b>6.2 -</b> Previous finding: According to the payroll and attendance records of 10 sample employees from Aug 2019, 10 sample employees from Feb 2020, 10 sample employees from April 2020, it was noted that 10 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e. 40-94 hours) in Aug 2019, which was not in compliance with the legal requirement; 1 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e. 60 hours) in Feb 2020, which was not in compliance with the legal requirement; 2 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e. 82 hours) in April 2020, which was not in compliance with the legal requirement. All employees interviewed represented that they were voluntarily to work overtime and they confirmed that they overtime worked more than 36 hours per month in busy months. Factory management agreed with the issue and would take corrective action as soon as possible. This Violated Article 41 of the Labor Law of the PRC. Follow up audit (11/09/2020): Not corrected According to the payroll and attendance records of 5 sample employees from June 2020, 5 sample employees from unpaid full month Aug 2020, it was noted that 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 40-92 hours) in Aug 2020, which was not in compliance with the legal requirement. All employees interviewed represented that they were voluntarily to work overtime and they confirmed that they overtime worked more than 36 hours per month in busy months. Factory management agreed with the issue and would take corrective action as soon as possible. This Violated Article 41 of the Labor Law of the PRC.</p> <p>上次问题点：根据工厂提供的工资考勤记录，抽样2019年8月10名员工，2020年2月10名员工和2020年4月10名员工，显示10/10名员工在2019年8月的加班时间为40-94小时，超过每月加班时间不能超过36小时的法律规定；1/10名员工在2020年2月的加班时间为60小时，超过每月加班时间不能超过36小时的法律规定；2/10名员工在2020年4月的加班时间为82小时，超过每月加班时间不能超过36小时的法律规定。访谈员工表示自愿加班，在生产繁忙时每月加班时间超过36小时。工厂同意该问题并表示尽快改善。根据《中华人民共和国劳动法》第41条 跟进审核 (11/09/2020): 未改善 根据工厂提供的工资考勤记录，抽样2020年6月5名员工，2020年7月5名员工和未发薪月2020年8月5名员工，显示5/5名员工在2020年8月的加班时间为40-92小时，超过每月加班时间不能超过36小时的法律规定。访谈员工表示自愿加班，在生产繁忙时每月加班时间超过36小时。工厂同意该问题并表示尽快改善。根据《中华人民共和国劳动法》第41条</p>	
<b>Remarks from Auditee:</b> The factory agreed the finding and no other comment.	
Full Audit [Audit Id - 181264] Audit Date: 22/05/2020 PA Score: D	Deadline date:22/08/2020
<b>Good practices</b> Nil	
<b>Areas of improvement</b> <p>The factory established working hours policy, workers' attendance records were recorded by fingerprint attendance system. The normal working hours for all workers were 8 hours per day, 5 days per week. The factory kept complete attendance records for review, based on reviewing the provided attendance records, there were two working shifts in mixing workshop and squeezing workshop, only one shift for other workshops. The factory arranged 2 overtime hours on weekdays and 10 overtime hours on Saturdays per production order. The maximum weekly working hours and monthly overtime hours were 60 hours and 94 hours respectively in sampled months, workers maximally worked 6 consecutive days. Workers had right to choose working overtime or not, they could take a rest during the work time when they felt tired. Workers' overtime wages on weekdays and weekends were paid as 150% and 200% of normal wages respectively. However, gaps on overtime hours control had been identified in implementation: Workers' monthly overtime hours exceeded legal requirement.</p> <p>工厂制定了工作时间制度，员工的考勤方式为指纹系统记录。所有员工正班时间为每天上班8小时，每周5天。工厂保存了完整的考勤记录查看，通过抽样的考勤得知，混料车间和挤出车间为两班倒，其他车间为一个班次。工厂会依据生产订单安排在工作日晚上加班2小时及在周六加班10小时。抽样月份最大周工时为60小时，月加班最大为94小时，最长连续上班6天。员工可自愿选择是否加班，并且员工在工间如果觉得疲惫，可自由选择休息几分钟。员工工作及周六的加班费分别按照150%及200%基本工资支付。不过工厂在加班时间管控上存在不符合项：员工的月加班时间超过了法规要求。</p> <p><b>6.2 -</b> According to the payroll and attendance records of 10 sample employees from Aug 2019, 10 sample employees from Feb 2020, 10 sample employees from April 2020, it was noted that 10 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e. 40-94 hours) in Aug 2019, which was not in compliance with the legal requirement; 1 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e. 60 hours) in Feb 2020, which was not in compliance with the legal requirement; 2 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e. 82 hours) in April 2020, which was not in compliance with the legal requirement. All employees interviewed represented that they were voluntarily to work overtime and they confirmed that they overtime worked more than 36 hours per month in busy months. Factory management agreed with the issue and would take corrective action as soon as possible. This Violated Article 41 of the Labor Law of the PRC.</p> <p>根据工厂提供的工资考勤记录，抽样2019年8月10名员工，2020年2月10名员工和2020年4月10名员工，显示10/10名员工在2019年8月的加班时间为40-94小时，超过每月加班时间不能超过36小时的法律规定；1/10名员工在2020年2月的加班时间为60小时，超过每月加班时间不能超过36小时的法律规定；2/10名员工在2020年4月的加班时间为82小时，超过每月加班时间不能超过36小时的法律规定。访谈员工表示自愿加班，在生产繁忙时每月加班时间超过36小时。工厂同意该问题并表示尽快改善。根据《中华人民共和国劳动法》第41条</p>	
<b>Remarks from Auditee</b> The factory agreed the finding and no other comment.	

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

1- Followup Audit [Audit Id - 192300] Audit Date: 11/09/2020 PA Score: A

Deadline date:11/10/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The factory partially respected the requirement of this performance area. The factory had collected local laws about health and safety, and identified the health and safety risks of production safety. Trainings and meetings were periodically held to enforce the awareness of employees and implementation within the factory. The factory obtained the annual safety inspection report and operator certificate of special machines. Workers were provided with free PPEs and occupational health examinations. Regular fire drills were conducted. First aid supplies, potable water and sanitary facilities were provided.

工厂部分的尊敬了这个执行领域要求。工厂收集了健康安全法规，识别出了生产安全的安全风险，通过制定方针政策 and 定期的培训与会议来提高员工的意识和现场实施。有获得了特种设备的年检报告和操作员证件。为员工提供了免费的劳保用品和职业健康体检。定期进行了消防安全演习。在车间提供了急救用品，饮用水和卫生设施。

**7.1 -** Previous finding: There were 38 workers engaged with occupational hazardous factor for long time in the workshops, such as workers in material mixing workshop, squeezing workshop and polishing workshop engaged with production dust and noise, but only 24 workers were provided with occupational health examinations. Factory management agreed with the issue and would take corrective action as soon as possible. This Violated Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases. Follow up audit (11/09/2020): Corrected Based on document review and workers interview, the factory had provided occupational health examination for all 38 workers who engaged with hazardous factors, the last examination date was on July 21, 2020, this finding was closed.

上次问题点： 审核发现工厂长期接触职业危害的员工有38人，如混料车间、挤出车间、打磨车间等员工接触粉尘和噪音，但工厂只为其中24人提供了职业健康体检。工厂同意该问题并表示尽快改善。根据《中华人民共和国职业病防治法》第35条 跟进审核(11/09/2020): 已改善 通过文件核实和员工访谈确认，工厂已为所有38名接触有害因素的员工提供了职业健康体检，最近一次体检时间为2020年7月21日。问题点关闭。

**7.5 -** Previous finding: The factory did not provide the night shift fire drill record of last one year for review, workers were arranged in light shift work in material mixing workshop and squeezing workshop. The fire drill was only conducted once per year in dormitory area. In accordance with Article 40 of Fire Prevention Regulation for Government offices, Organizations and Enterprises. Follow up audit (11/09/2020): Corrected Based on document review, the factory had arranged one fire drill on June 22, 2020 for night shift workers in production area, and arranged one fire drill on Aug 13, 2020 in dormitory area for supplement, the records were kept for review. The fire drill frequency and shifts met the local law's requirement. This finding was closed.

上次问题点： 工厂没有提供最近一年夜班消防演习的记录查看，工厂混料车间和挤出车间有安排夜班人员上班。工厂宿舍区域一年只进行了一次消防演习。违反根据《机关、团体、企业、事业单位消防安全管理规定》第40条。跟进审核(11/09/2020): 已改善 通过文件核实得知，工厂在2020年6月22日为车间夜班员工进行了一次消防演习，在2020年8月13日补充进行了一次宿舍区消防演习，文件记录有保存查看。工厂消防演习的频率和班次符合要求，问题点关闭。

**7.6 -** Previous finding: The factory did not provide earplugs for material mixing workers, squeezing workers, polishing workers and cutting workers. Workers in material mixing workshop and polishing workshop engaged with production dust, but workers were wearing disposable masks instead of anti-dust masks. Factory management agreed with the issue and would take corrective action as soon as possible. This violated Article 42 of Law of the People's Republic of China on Production Safety. Follow up audit (11/09/2020): Corrected Based on onsite observation and workers interview, the factory had provided free earplugs for all workers, and provided free anti-dust masks for polishing workers and material mixing workers, this finding was closed.

上次问题点： 工厂没有给配料车间、挤出车间、打磨车间、切割车间员工提供耳塞。工厂打磨车间、配料车间员工接触粉尘，但员工均佩戴一次性医用口罩，并非防尘口罩。工厂同意该问题并表示尽快改善。根据《中华人民共和国安全生产法》第42条。跟进审核(11/09/2020): 已改善 通过现场观察和员工访谈得知，工厂已为所有员工提供了免费的耳塞；为打磨和配料员工提供了免费的防尘口罩。问题点关闭。

**7.9 -** 1)Previous finding: The PPE wearing sign was incomplete in material mixing workshop, squeezing workshop, polishing workshop and cutting workshop, such as lacking of signs of earplugs and anti-dust masks. In accordance with Article 13 of Administrative Provision on the Occupational Hazardous Notification and Warning Sign. Follow up audit (11/09/2020): Not corrected The PPE wearing sign was incomplete in material mixing workshop, squeezing workshop, polishing workshop and cutting workshop, such as lacking of signs of earplugs and anti-dust masks. The sign was only posted in partial polishing position. Factory management agreed with the issue and would take corrective action as soon as possible. In accordance with Article 13 of Administrative Provision on the Occupational Hazardous Notification and Warning Sign.

2)Previous finding: All two electrical panels were not post with safety warning sign in material mixing workshop. Factory management knew the requirement and per factory tour, it was noted that all other electricity connection boxes were posted with warning signs. Factory management agreed with the issue and would take corrective action as soon as possible. This Violated Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008. Follow up audit (11/09/2020): Not corrected It was noted that all two electrical panels were not post with safety warning sign in material mixing workshop in this audit. Factory management knew the requirement and per factory tour, it was noted that all other electricity connection boxes were posted with warning signs. Factory management agreed with the issue and would take corrective action as soon as possible. This Violated Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008.

1)上次问题点： 工厂混料车间、挤出车间、打磨车间、切割车间的PPE警示标识张贴不完整，缺少佩戴耳塞、防尘口罩等标识。根据《用人单位职业病危害告知与警示标识管理规范》第13条。跟进审核(11/09/2020): 未改善 工厂混料车间、挤出车间、打磨车间、切割车间的PPE警示标识张贴不完整，缺少佩戴耳塞、防尘口罩等标识。仅在打磨的部分工位有张贴。工厂同意该问题并表示尽快改善。根据《用人单位职业病危害告知与警示标识管理规范》第13条。2)上次问题点： 工厂混料车间2个电箱都没有张贴警示标志。工厂管理层清楚相关要求。现场查看，所有其他配电箱张贴有警示标志。工厂同意该问题并表示尽快改善。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7 跟进审核(11/09/2020): 未改善 工厂混料车间2个电箱都没有张贴警示标志。工厂管理层清楚相关要求。现场查看，所有其他配电箱张贴有警示标志。工厂同意该问题并表示尽快改善。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7

**7.10 -** Previous finding: There were production noise and dust existed in all workshops, but the factory did not conduct testing of factors of occupational hazards accordingly in last one year. In accordance with Article 20 of Provisions on the Supervision and Administration of Occupational Health at Work Sites. Follow up audit (11/09/2020): Corrected Based on document review, it was noted that the factory had asked one third party to conduct occupational health impact factors testing for all workshops on June 18, 2020, and improved the working condition per the suggestions from the report, this finding was closed.

上次问题点： 工厂所有生产车间均存在生产噪音和粉尘，但是工厂过去一年没有进行职业危害因素监测。根据《工作场所职业卫生监督管理规定》第20条： 跟进审核(11/09/2020): 已改善 通过文件查看得知，工厂已在2020年6月18日委托第三方机构对所有车间的有害因素进行了监测，并依照其建议对工作环境进行了改善，问题点关闭。

**7.13 -** Previous finding: It was noted that 2 out of 3 electrical connection boxes in packing workshop was not locked to keep safety, and 2 out of 3 electrical connection boxes were blocked by materials. In accordance with Article 5.1.2 of the General Guide for Safety of Electric User (GB/T13869-2017). In accordance with Article 6.5 of the General Guide for Safety of Electric User (GB/T13869-2017). Follow up audit (11/09/2020): Corrected Based on document review, the factory had locked all electrical panels, and no electrical panel was blocked in workshops, this finding was closed.

上次问题点： 现场发现工厂包装车间2/3个电箱没有上锁以保证安全，且3/3个电箱均被物料堵塞。根据《用电安全导则GB/T13869-2017》第5.1.2条： 根据《用电安全导则GB/T13869-2017》第6.5条 跟进审核(11/09/2020): 已改善 现场观察，工厂已对车间所有电箱上锁，没有电箱被堵的情况。问题点关闭。

- 7.14 - Previous finding: It was noted that 1 out of 3 fire hydrants in finished goods warehouse was completely blocked by material. In accordance with Article 28 of Fire Control Law of the People's Republic of China. Follow up audit (11/09/2020): Corrected Based on onsite observation, no fire hydrant was blocked in finished goods warehouse in this audit, the finding was closed.  
上次问题点: 工厂成品仓库1/3个消防栓被物料完全堵塞。根据《中华人民共和国消防法》第28条: 跟进审核(11/09/2020): 已改善 现场观察, 成品仓库没有消防栓被堵的情况, 上次问题点已改善。
- 7.15 - Previous finding: It was noted that 1 out of 3 emergency exit was completely blocked by materials in finished goods warehouse, workers could evacuate from other two emergency exits. All 7 emergency exit doors were rolling doors in material mixing workshop and squeezing workshop, and no permanent fasten device was equipped to keep door open. In accordance with Article 28 of Fire Control Law of the People's Republic of China; In accordance with Article 6.4.11 of the Code for design of building fire protection and prevention (GB50016-2014). Follow up audit (11/09/2020): Corrected Based on onsite observation, all emergency exits in workshops and warehouse were not blocked, this finding was closed. One rolling door in squeezing workshop was move away, other 6 rolling doors in squeezing workshop and material mixing workshop were permanently fixed by welding, and all these doors were kept open, this finding was closed.  
上次问题点: 工厂成品仓库有1/3个紧急出口被货物完全堵塞, 员工可以从另外两个出口疏散。工厂混料车间、挤出车间所有7个紧急出口门均为卷帘门, 且没有永久的固定装置确保出口常开。根据《中华人民共和国消防法》第28条: 根据《建筑设计防火规范GB50016-2014》第6.4.11条跟进审核(11/09/2020): 已改善 现场观察, 工厂所有车间和仓库没有紧急出口被堵的情况, 问题点关闭。工厂已经将挤出车间一处卷帘门拆卸, 另外挤出车间和混料车间的其他六个卷帘门被永久焊死固定了, 且出口门能够保持常开, 问题点关闭。
- 7.17 - 1) Previous finding: It was noted that 1 out of 1 repair ladder was not installed with guard-rail in injection molding workshop, which were about 0.6 meter height. In accordance with Article 7.1.2 of Safety of machinery – Permanent means of access to machines and industrial plants – Part 3: Follow up audit (11/09/2020): Not corrected It was noted that 1 out of 1 repair ladder was not installed with guard-rail in injection molding workshop, which were about 0.6 meter height. The factory explained that they used the ladder occasionally, and they would correct it as soon as possible. In accordance with Article 7.1.2 of Safety of machinery – Permanent means of access to machines and industrial plants – Part 3:  
2) Previous finding: It was noted that 3 out of 3 hoist hooks were not installed with anti-drop devices in squeezing workshop. Factory management agreed with the issue and would take corrective action as soon as possible. This violated Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene. Follow up audit (11/09/2020): Corrected Based on onsite observation, the factory had installed anti-drop devices for three hoist hooks in squeezing workshop, this finding was closed.  
1) 上次问题点: 工厂注塑车间1/1个维修用的梯子高0.6米, 没有安装护栏。根据《机械安全 进入机器和工业设备的固定设施 第三部分: 楼梯、阶梯和护栏GB17888.3, 2008》. 跟进审核(11/09/2020): 未改善 工厂注塑车间1/1个维修用的梯子高0.6米, 没有安装护栏。工厂解释很少使用该扶梯, 将尽快改善。根据《机械安全 进入机器和工业设备的固定设施 第三部分: 楼梯、阶梯和护栏GB17888.3, 2008》. 2) 上次问题点: 工厂挤出车间3/3个行吊挂钩无防脱落装置。工厂同意该问题并表示尽快改善。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条 跟进审核(11/09/2020): 已改善 现场观察, 工厂已为挤出车间的3个行吊挂钩安装了防脱落装置, 问题点关闭。
- 7.18 - Previous finding: There were three trained first aider, but there were two working shifts in workshop, no trained first aider was arranged for night shift. This violated Performance Area 7: Occupational Health and Safety 7.18. Follow up audit (11/09/2020): Corrected Based on document review, the factory had trained additional 2 first aider for night shift, so there were total 5 first aider in the factory, this finding was closed.  
上次问题点: 工厂培训了3名急救人员, 但车间两班倒上班, 夜班没有安排培训急救员。工厂同意该问题并表示尽快改善。根据执行领域7: 职业健康和安全 7.18. 跟进审核(11/09/2020): 已改善 通过文件审核得知, 工厂已为夜班培训了两名急救人员, 因此总共有5名急救人员, 问题点关闭。
- 7.21 - Previous finding: It was noted that factory did not obtain the food business license for the employee canteen. In accordance with Article 35 of the Law of the PRC on the Food Safety. Follow up audit (11/09/2020): Corrected Based on document review, it was noted that the factory had obtained the catering service license for the canteen on June 3, 2020, this finding was closed.  
上次问题点: 审核员发现工厂食堂没有取得食品经营许可证。根据《中华人民共和国食品安全法》第三十五条 跟进审核(11/09/2020): 已改善 通过文件审核得知, 工厂已在2020年6月3日获得了食堂的食品经营许可证, 问题点关闭。
- 7.23 - Not applicable, no transportation was provided for workers.  
不适用, 工厂没有为员工提供交通。

**Remarks from Auditee:**  
The factory agreed the finding and no other comment.

Full Audit [Audit Id - 181264] Audit Date: 22/05/2020 PA Score: E Deadline date: 22/07/2020

Good practices  
None

Areas of improvement

The committee of health and safety was established by the factory which responsible for the affairs of health and safety checking and training, such as machine and facility inspection, health and safety training. The factory had identified the risk of health and safety and established the prevention and corrective actions. Health and safety training on machine operation, personnel protect equipment usage and fire safety equipment usage were provided for workers. Fire drill was conducted, but the training times and shifts were not enough. For fire safety, the factory ensured enough fire equipment were equipped and all these facilities were effective during the testing on-site. For mechanism safety, all processes of machine operation were set up and safety guards were installed for most machines. The annual inspection reports for the special equipments were obtained, and operators obtained the operator certificates. No obvious hazardous chemical was used in workshop. Adequate first aid boxes with suppliers were available, but the trained first aider was not enough. Adequate toilets were provided for workers, clean and free potable water was provided. The factory provided occupational health examination for part workers, workers were not provided with enough personal protective equipments, the hazardous factors of workshops were not monitored regularly. The fire safety management needed improvement.

工厂创建了员工参与的健康安全委员会, 负责整体的健康与安全检查及培训, 比如设备设施检查, 安全培训等。工厂有对各岗位进行健康安全风险评估, 并制定了相应的预防及改善措施。工厂有为员工提供机器操作, 个人防护用品使用, 消防器材使用等安全培训。工厂有进行了消防演习, 但演习次数和班次不足。在消防安全方面, 工厂配备了足够的消防设施, 审核时经过测试消防栓和消防警铃及应急灯都是有效的。在机械安全方面, 为机械设备制定了相应的操作规程, 且大部分机器设备均安装了防护装置。工厂有获得所有特种设备的年检报告, 且操作人员均获得操作证。车间没有使用大量有害化学品。工厂配备了药箱和充足的药品, 但急救人员培训不足。车间有数量足够的卫生间, 有干净免费的饮用水给员工。工厂只为部分员工提供了定期的职业健康体检, 员工没有获得足够的合适的劳保用品, 车间的有害因素没有得到定期监测。车间消防安全管理需要改善。

- 7.1 - There were 38 workers engaged with occupational hazardous factor for long time in the workshops, such as workers in material mixing workshop, squeezing workshop and polishing workshop engaged with production dust and noise, but only 24 workers were provided with occupational health examinations. Factory management agreed with the issue and would take corrective action as soon as possible. This Violated Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.  
审核发现工厂长期接触职业危害的员工有38人, 如混料车间、挤出车间、打磨车间等员工接触粉尘和噪音, 但工厂只为其中24人提供了职业健康体检。工厂同意该问题并表示尽快改善。根据《中华人民共和国职业病防治法》第35条
- 7.5 - The factory did not provide the night shift fire drill record of last one year for review, workers were arranged in light shift work in material mixing workshop and squeezing workshop. The fire drill was only conducted once per year in dormitory area. In accordance with Article 40 of Fire Prevention Regulation for Government offices, Organizations and Enterprises.  
工厂没有提供最近一年夜班消防演习的记录查看, 工厂混料车间和挤出车间有安排夜班人员上班。工厂宿舍区域一年只进行了一次消防演习。违反根据《机关、团体、企业、事业单位消防安全管理规定》第40条。

- 7.6 - The factory did not provide earplugs for material mixing workers, squeezing workers, polishing workers and cutting workers. Workers in material mixing workshop and polishing workshop engaged with production dust, but workers were wearing disposable masks instead of anti-dust masks. Factory management agreed with the issue and would take corrective action as soon as possible. This violated Article 42 of Law of the People's Republic of China on Production Safety.  
工厂没有给配料车间、挤出车间、打磨车间、切割车间员工提供耳塞。工厂打磨车间、配料车间员工接触粉尘，但员工均佩戴一次性医用口罩，并非防尘口罩。工厂同意该问题并表示尽快改善。根据《中华人民共和国安全生产法》第42条。
- 7.9 - 1) The PPE wearing sign was incomplete in material mixing workshop, squeezing workshop, polishing workshop and cutting workshop, such as lacking of signs of earplugs and anti-dust masks. In accordance with Article 13 of Administrative Provision on the Occupational Hazardous Notification and Warning Sign. 2) All two electrical panels were not post with safety warning sign in material mixing workshop. Factory management knew the requirement and per factory tour, it was noted that all other electricity connection boxes were posted with warning signs. Factory management agreed with the issue and would take corrective action as soon as possible. This Violated Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008.  
1) 工厂混料车间、挤出车间、打磨车间、切割车间的PPE警示标识张贴不完整，缺少佩戴耳塞、防尘口罩等标识。根据《用人单位职业病危害告知与警示标识管理规范》第13条。2) 工厂混料车间2个电箱都没有张贴警示标志。工厂管理层清楚相关要求。现场查看，所有其他配电箱张贴有警示标志。工厂同意该问题并表示尽快改善。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7
- 7.10 - There were production noise and dust existed in all workshops, but the factory did not conduct testing of factors of occupational hazards accordingly in last one year. In accordance with Article 20 of Provisions on the Supervision and Administration of Occupational Health at Work Sites.  
工厂所有生产车间均存在生产噪音和粉尘，但是工厂过去一年没有进行职业危害因素监测。根据《工作场所职业卫生监督管理规定》第20条：
- 7.13 - It was noted that 2 out of 3 electrical connection boxes in packing workshop was not locked to keep safety, and 2 out of 3 electrical connection boxes were blocked by materials. In accordance with Article 5.1.2 of the General Guide for Safety of Electric User (GB/T13869-2017). In accordance with Article 6.5 of the General Guide for Safety of Electric User (GB/T13869-2017).  
现场发现工厂包装车间2/3个电箱没有上锁以保证安全，且3/3个电箱均被物料堵塞。根据《用电安全导则GB/T13869-2017》第5.1.2条：根据《用电安全导则GB/T13869-2017》第6.5条
- 7.14 - It was noted that 1 out of 3 fire hydrants in finished goods warehouse was completely blocked by material. In accordance with Article 28 of Fire Control Law of the People's Republic of China.  
工厂成品仓库1/3个消防栓被物料完全堵塞。根据《中华人民共和国消防法》第28条：
- 7.15 - It was noted that 1 out of 3 emergency exit was completely blocked by materials in finished goods warehouse, workers could evacuate from other two emergency exits. All 7 emergency exit doors were rolling doors in material mixing workshop and squeezing workshop, and no permanent fasten device was equipped to keep door open. In accordance with Article 28 of Fire Control Law of the People's Republic of China; In accordance with Article 6.4.11 of the Code for design of building fire protection and prevention (GB50016-2014).  
工厂成品仓库有1/3个紧急出口被货物完全堵塞，员工可以从另外两个出口疏散。工厂混料车间、挤出车间所有7个紧急出口均为卷帘门，且没有永久的固定装置确保出口常开。根据《中华人民共和国消防法》第28条；根据《建筑设计防火规范GB50016-2014》第6.4.11条
- 7.17 - 1. It was noted that 1 out of 1 repair ladder was not installed with guard-rail in injection molding workshop, which were about 0.6 meter height. In accordance with Article 7.1.2 of Safety of machinery – Permanent means of access to machines and industrial plants – Part 3: 2. It was noted that 3 out of 3 hoist hooks were not installed with anti-drop devices in squeezing workshop. Factory management agreed with the issue and would take corrective action as soon as possible. This violated Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.  
1. 工厂注塑车间1/1个维修用的梯子高0.6米，没有安装护栏。根据《机械安全 进入机器和工业设备的固定设施 第三部分：楼梯、阶梯和护栏 GB17888.3, 2008》。2. 工厂挤出车间3/3个行吊挂钩无防脱落装置。工厂同意该问题并表示尽快改善。根据《生产设备安全卫生设计总则 (GB5083-1999)》第6.1.6条
- 7.18 - There were three trained first aider, but there were two working shifts in workshop, no trained first aider was arranged for night shift. This violated Performance Area 7: Occupational Health and Safety 7.18.  
工厂培训了3名急救人员，但车间两班倒上班，夜班没有安排培训急救员。工厂同意该问题并表示尽快改善。根据执行领域7：职业健康和安全 7.18.
- 7.21 - It was noted that factory did not obtain the food business license for the employee canteen. In accordance with Article 35 of the Law of the PRC on the Food Safety.  
审核员发现工厂食堂没有取得食品经营许可证。根据《中华人民共和国食品安全法》第三十五条
- 7.23 - No transportation provided for workers, it was not applicable.  
工厂没有为员工提供交通，不适用。

**Remarks from Auditee**

The factory agreed the finding and no other comment.

<b>Performance Area 8 : No Child Labour</b>	
1- Followup Audit [Audit Id - 192300] Audit Date: 11/09/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。	
<b>Remarks from Auditee:</b> None	
Full Audit [Audit Id - 181264] Audit Date: 22/05/2020 PA Score: A	Deadline date:
<u>Good practices</u> Nil	
<u>Areas of improvement</u> The policy of recruiting was established by the factory, it regulated that the factory would not recruit workers under 16 years old, the HR staff would verify workers' education and working experience to verify workers' personal information. Meanwhile, the factory established remediation measure of child labor as measure of recruiting child labor incidentally. Based on checking all personnel files and workers interview, no child labor was identified in the factory. The youngest worker was 21 years old in the factory. 工厂制定的招聘政策要求所有入职员工需年满16周岁，员工入职时工厂均会查看员工的身份证，人事人员会对员工的学习经历及工作经历以核实员工身份信息。同时工厂制定了童工补救措施作为发现童工的应对措施。通过查阅员工的人事资料以及员工访谈确认，未发现有童工存在。工厂内年龄最小员工为21周岁。	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 9 : Special protection for young workers</b>	
1- Followup Audit [Audit Id - 192300] Audit Date: 11/09/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。	
<b>Remarks from Auditee:</b> None	
Full Audit [Audit Id - 181264] Audit Date: 22/05/2020 PA Score: A	Deadline date:
<u>Good practices</u> Nil	
<u>Areas of improvement</u> The factory collected local laws for young workers. Based on the employee personal files review, onsite observation and workers interview, it was noted no young workers worked at the factory. The youngest worker was 21 years old in the factory. The factory knew local law's requirement about young worker protection, such as health examination should be provided for young workers, they should not be arranged in hazardous position and night shift position, young worker information should be registered in local labor management department. The factory conducted internal assessment to prevent that young worker was arranged in improper position. 工厂收集了法规对于未成年工人使用的规定。通过人事档案查看，现场观察及员工访谈确认，工厂内没有使用未成年工。工厂年龄最小员工为21周岁。工厂了解法规的要求，如需要免费为未成年工提供体检，不能将未成年工人安排在有害岗位和夜班岗位，未成年工人的信息需要到当地劳动部门备案。工厂有进行了内部的评估预防未成年工人安排在了不合适的岗位。	
<b>Remarks from Auditee:</b> None	

<b>Performance Area 10 : No Precarious Employment</b>	
1- Followup Audit [Audit Id - 192300] Audit Date: 11/09/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory had established clear recruiting policies to respect local law requirements. Confirmed through employee and employee representative interview, they need to sign standard labor contracts with factory and they kept one labor contract. The facts, harmful effects, consequences, protective measures and necessary treatment of occupational diseases were communicated to relevant employees.                      工厂建立了清楚地招聘程序来遵守当地的法规要求。通过员工和员工代表面谈，确认所有员工进厂时必须签标准的劳动合同，并且他们自己也都留有一份合同。工厂有与员工沟通可能会产生职业病的危害及其后果、职业病防护措施和待遇等。</p> <p><b>10.3 -</b> Previous finding: It was noted that occupational disease might result in the work process of some employees in the factory (e.g. employees in the workshop in contact with ink dust and noise). The occupational health notice record provided for workers only indicated the production dust hazardous factors, the production noise factor was not included. Legal Requirement: In accordance with Article 33 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases. Follow up audit (11/09/2020): Corrected Based on document review, the factory had provided occupational health impact factors notice card to all workers who engaged with hazardous factors, and provided safety training, free PPEs and occupational health examinations for them, this finding was closed.                      上次问题点： 审核员发现工厂的一些工作过程有可能产生职业病(例如：员工在车间接触粉尘和噪声)。工厂提供给员工的职业危害因素告知卡，只指出了粉尘危害，但没有提及噪声的危害信息。根据《中华人民共和国职业病防治法》第33条 跟进审核(11/09/2020): 已改善 通过文件审核确认，工厂已为接触有害因素的员工提供了职业危害因素告知卡，并为员工提供了安全培训、免费的劳保用品和职业健康体检，问题点关闭。</p>	
<b>Remarks from Auditee:</b> None	
Full Audit [Audit Id - 181264] Audit Date: 22/05/2020 PA Score: A	Deadline date:22/06/2020
<b>Good practices</b> Nil	
<b>Areas of improvement</b> <p>The factory collected local laws about labor management, labor contracts were signed between the factory and all workers once workers entered in the factory. The factory provided a copy of contract to every worker. The contents of labor contracts were complete, and all contents were in line with legal law. Interviewed workers knew the labor contract content and factory information before recruited. The factory provided position occupational hazardous factors notice to workers when workers entered the factory, but the content was incomplete. Based on onsite observation and workers interview, all workers were recruited by the factory directly.                      工厂收集了劳动管理的法规要求，工厂在员工入职时同所有员工均签订了劳动合同。同时工厂提供了一份劳动合同副本给员工。劳动合同显示其内容完整且均符合法规。员工表示在入职前了解合同内容和工厂情况。工厂员工入职时提供了岗位的职业危害因素告知，但告知内容不完整。现场查看和员工访谈确认，所有工人均为工厂直接招聘。</p> <p><b>10.3 -</b> It was noted that occupational disease might result in the work process of some employees in the factory (e.g. employees in the workshop in contact with ink dust and noise). The occupational health notice record provided for workers only indicated the production dust hazardous factors, the production noise factor was not included. Legal Requirement: In accordance with Article 33 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.                      审核员发现工厂的一些工作过程有可能产生职业病(例如：员工在车间接触粉尘和噪声)。工厂提供给员工的职业危害因素告知卡，只指出了粉尘危害，但没有提及噪声的危害信息。根据《中华人民共和国职业病防治法》第33条</p>	
<b>Remarks from Auditee</b> The factory agreed the finding and no other comment.	

<b>Performance Area 11 : No Bonded Labour</b>	
1- Followup Audit [Audit Id - 192300] Audit Date: 11/09/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。	
<b>Remarks from Auditee:</b> None	
Full Audit [Audit Id - 181264] Audit Date: 22/05/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>The factory established the policy on anti-forced labor, the factory did not force overtime and retaining workers' ID cards. And according to onsite observation and interview statement of workers, workers confirmed that no forced labor in the factory, they could resign according to legal requirement without improper wage deductions, and they could leave the factory freely after working hours. No inhumane or degrading treatment was found during the audit according to interview with workers. The discipline policy was also in line with legal requirement, no discipline to punish wage clause presented in the factory.</p> <p>工厂制定了反强迫劳动的政策，工厂没有强制加班及扣押员工证件等。依据现场观察和员工访谈，员工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，不会不合理扣除工资，并且下班后可以自由离开工厂。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，如没有包含纪律性扣罚工资条款。</p>	
<b>Remarks from Auditee</b>	
None	
<b>Performance Area 12 : Protection of the Environment</b>	
1- Followup Audit [Audit Id - 192300] Audit Date: 11/09/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 前次审核中该执行领域未发现问题点。此次跟进审核未评审该执行领域。该执行领域等级保持不变。	
<b>Remarks from Auditee:</b> None	
Full Audit [Audit Id - 181264] Audit Date: 22/05/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>The factory collected local law's requirement about environmental protection, the factory conducted the environmental impact assessment and obtained the EIA approval and completion and acceptance of environmental protection facilities. The main waste generated onsite were domestic wastewater, waste gas, waste noise and solid hazardous waste. The factory conducted waste gas, waste water and boundary noise monitoring, the testing result was in line with local standard. The water used in the factory was industrial water and the land was industrial land, no obvious pollution discharged to the factory outside.</p> <p>工厂收集了环保法规的要求，有进行环境影响评估并获得批复，并获得环保设施竣工验收。工厂产生的其他废弃物有生活污水，废气和噪音及固体危废。工厂有进行废气监测、废水监测及厂界噪声监测，结果显示达标排放。工厂使用的水资源为工业用水，土地为工业用地，没有发现工厂对外界产生明显污染。</p>	
<b>Remarks from Auditee</b>	
None	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
1- Followup Audit [Audit Id - 192300] Audit Date: 11/09/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory fully respected the requirement of this performance area. The factory had established its ethic policy, risk assessment was conducted accordingly. Training and meeting were regularly held, especially for the business and sourcing departments. The factory provided the wage records, attendance records and production records for review to verify the accurate information. Workers were provided with privacy information protection training.</p> <p>工厂充分的尊敬了这个执行领域要求。工厂制定了相关的廉政政策，并进行了风险评估。工厂举办定期的会议和培训给相关的人员，重点是业务和采购部门。工厂提供了工资记录、考勤记录和生产记录，以核实数据的准确性。工厂有给员工提供了个人隐私信息保护的培训。</p> <p><b>13.4 -</b> Previous finding: It was noted that the factory had established personal privacy protection procedure, such as personal information privacy, financial privacy, etc, but trainings on personal privacy protection procedure was not provided to all employees. In accordance with Performance Area 13: Ethical Business Behavior 13.4 Follow up audit (11/09/2020): Corrected Based on document review, it was noted that the factory had established workers' privacy information protection policy, and the training was conducted on July 15, 2020, this finding was closed.</p> <p>上次问题点： 审核发现尽管工厂建立了个人隐私保护程序，例如个人信息隐私、财务隐私等，但并未向所有员工提供个人隐私保护方面程序的培训。根据执行领域13：道德商业行为 13.4 跟进审核(11/09/2020)：已改善 通过文件审核得知，工厂已建立员工隐私信息保护制度，并在2020年7月15日为员工提供了培训，问题点关闭。</p>	
<b>Remarks from Auditee:</b> None	
Full Audit [Audit Id - 181264] Audit Date: 22/05/2020 PA Score: A	Deadline date:22/06/2020
<b>Good practices</b> Nil	
<b>Areas of improvement</b> <p>The policy on anti-corruption was established by the factory, the factory conducted the risk assessment for corruption, and provided training for relevant workers. The factory obtained effective business license for review. No evidence of inconsistencies was identified during the audit, enough records were provided for review. Procedure and actions were established to prevent workers' personnel information from disclosing. The factory partially respected the requirement of this performance area that workers were not provided with personal information protection training.</p> <p>工厂创建了反腐败的政策，工厂有进行反腐败风险评估，且为相关人员进行了培训。工厂有获得有效的营业执照。审核中没有发现工资考勤不一致信息，工厂有提供足够的资料查看。工厂有建立程序及措施保证员工个人信息不被泄露。由于工厂没有为员工提供信息保密的培训，因而部分符合该绩效区域的要求。</p> <p><b>13.4 -</b> It was noted that the factory had established personal privacy protection procedure, such as personal information privacy, financial privacy, etc, but trainings on personal privacy protection procedure was not provided to all employees. In accordance with Performance Area 13: Ethical Business Behaviour 13.4</p> <p>审核发现尽管工厂建立了个人隐私保护程序，例如个人信息隐私、财务隐私等，但并未向所有员工提供个人隐私保护方面程序的培训。根据执行领域13：道德商业行为 13.4</p>	
<b>Remarks from Auditee</b> The factory agreed the finding and no other comment.	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	11/09/2020	192300	D	A	A	A	B	D	A	A	A	A	A	A	A	C
Full Audit	22/05/2020	181264	D	A	A	A	B	D	E	A	A	A	A	A	A	D

Producer Photos



External photo(s) of the production unit(s)  
7.17-No handrail for ladder in injection molding workshop..JPG



External photo(s) of the production unit(s)  
7.9-No warning sign for electrical panel..JPG



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



External photo(s) of the production unit(s)  
Anti-drop device for hoist hook..JPG



External photo(s) of the production unit(s)  
Assembling..JPG



External photo(s) of the production unit(s)  
Attendance recorder..JPG



External photo(s) of the production unit(s)  
Bedroom..JPG



External photo(s) of the production unit(s)  
BSCI COC..JPG



External photo(s) of the production unit(s)  
Canteen..JPG



External photo(s) of the production unit(s)  
Cutting..JPG



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



External photo(s) of the production unit(s)  
Electrical panel was locked and out of obstruction..JPG



External photo(s) of the production unit(s)  
Emergency exit in finished goods warehouse was out of obstruction..JPG



External photo(s) of the production unit(s)  
Emergency light and evacuation sign..JPG



External photo(s) of the production unit(s)  
Emergency light and exit sign..JPG



External photo(s) of the production unit(s)  
Emergency light testing.JPG



External photo(s) of the production unit(s)  
Evacuation plan.JPG



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



External photo(s) of the production unit(s)  
Finished goods warehouse.JPG



External photo(s) of the production unit(s)  
Fire alarm testing.JPG



External photo(s) of the production unit(s)  
Fire extinguishers.JPG



External photo(s) of the production unit(s)  
Fire facility inspection record.JPG



External photo(s) of the production unit(s)  
Fire hydrant testing.JPG



External photo(s) of the production unit(s)  
Fire hydrant was out of obstruction...JPG



External photo(s) of the production unit(s)  
Fire hydrant.JPG



External photo(s) of the production unit(s)  
First aid kit.JPG



External photo(s) of the production unit(s)  
Injection molding.JPG



External photo(s) of the production unit(s)  
Kitchen.JPG



External photo(s) of the production unit(s)  
Mask and earplugs for mixing workers.JPG



External photo(s) of the production unit(s)  
Material warehouse.JPG



External photo(s) of the production unit(s)  
**Mixing.JPG**



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



External photo(s) of the production unit(s)  
**Packing.JPG**



External photo(s) of the production unit(s)  
**Potable water.JPG**



External photo(s) of the production unit(s)  
**PPE sign.JPG**



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



External photo(s) of the production unit(s)  
**Rolling door was moved away.JPG**



External photo(s) of the production unit(s)  
**Rolling doors were permanently fastened by welding..JPG**



External photo(s) of the production unit(s)  
**Shower room in dormitory building.JPG**



External photo(s) of the production unit(s)  
**Squeezing.JPG**



External photo(s) of the production unit(s)  
**Suggestion box..JPG**



External photo(s) of the production unit(s)  
**Toilet.JPG**