
Auditee :	HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD
Audit Date From :	06/05/2021
Audit Date To :	08/05/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	ALGI
Auditor's Name(s) :	Joe Cai(Lead)
Auditing Branch (if applicable) :	ALGI 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>
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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>
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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>
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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 :	HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD		
DBID number :	389986		
Audit ID :	209798		
Address :	Tongyi Village, Hezhuang Town, East Of Qiantang River Industrial Cluster Area Hangzhou		
Province :	Zhejiang	Country :	China
Management Representative :	Mr. Qi Qingshan/General Manager		
Contact person:	Zhang Jing	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	knitting sweater, Child sweater		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 08/05/2022

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
<p>HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD. (Local Name: 杭州纤乐纺织有限公司, Uniform Code of Social Credit: 91330100MA2B1359X2) was located at Tongyi Village, Hezhuang Town, East Of Qiantang River Industrial Cluster Area, Hangzhou, Zhejiang Province, China. The factory was established in 2018 and specialized in the manufacturing of knitting sweater, Child sweater. Main production activities included knitting, linking, sewing, pressing, inspection and packing. No production process or service was sub-contracted.</p> <p>The factory rented the 3rd floor of one 5-storey production building from the landlord. The lease contract and landlord's business licenses were provided for review. No canteen, kitchen or dormitory was provided by the factory. On the audit day, there were total 167 employees in the factory, of which 133 employees were production workers. As per management interview, peak season in the factory was not obvious per year.</p> <p>Based on documents review and management interview, it was noted that all employees in the factory were paid by hourly rate. Wages were paid by cash on the 25th of each month for the preceding month. The factory used IC card attendance machine to record all workers' working hours. There were 2 shifts arranged for knitting workers and linking workers, the 1st shift was from 7:30 to 19:30, and the 2nd shift from 19:30 to 7:30. Each shift included 3 hours overtime. There was 1 shift arranged for other workers. The regular working time was from 8:00 to 11:00 and 12:00 to 17:00. Overtime working was sometimes arranged 2 hours on weekdays and 8 hours on Saturdays. Normal working days were from Monday to Friday.</p> <p>During the current audit, payroll records from April 2020 to March 2021 and attendance records from April 2020 to the audit day were provided for review. The auditor randomly selected 16 samples from March 2021 (current month), 5 samples from November 2020 (randomly selected month) and 5 samples from May 2020 (randomly selected month) for verification.</p> <p>Ms. Zhang Jing/ Admin Manager, Mr. Ye Wenhui/Production Manager and Ms. Zheng Weijun/Worker Representative attended in the opening and closing meetings. The opening meeting started at 8:00 on 6 May 2021, and the closing meeting ended at 13:00 on 8 May 2021. The auditor communicated the findings in detail with them and allowed them ask questions and make clarifications, finally, they agreed on the findings and signed on the on-site finding report.</p> <p>Remark:</p> <ol style="list-style-type: none"> The local legal minimum wage standard was RMB 2100 per month or RMB 11.55 per hour since Dec 1, 2017. The basic living wage was calculated by ALGI based on the data collected on China statistical information network. The documents such as agency labor contracts and collective bargaining agreements were not applicable for this audited factory because there were no agencies used by the factory and no collective bargaining happened in the factory. And the factory did not obtain some waivers such as working hour waivers, which made the government waivers not applicable during this audit. The audited factory rented building from Hangzhou Zhong' ao Yasheng Sweater Co Ltd (the landlord). The 1F and 2F were occupied by Hangzhou Zhong' ao Yasheng Sweater Co., Ltd, and the 4F and 5F were occupied by Hangzhou Rongsheng Sweater Co., Ltd. Hangzhou Zhong' ao Yasheng Sweater Co., Ltd and Hangzhou Rongsheng Sweater Co., Ltd were operated with independent business license and employees. The audit was conducted on 6~8 May 2021 by ALGI auditor Mr. Joe Cai (lead auditor)- APSCA registration No. RA 21701672.

Ratings Summary



Auditee's background information			
Auditee's name :	HANGZHOU SPRINGAIR-ACE TEXTILE CO., LTD	Legal status :	Co. ltd
Local Name :	杭州纤乐纺织有限公司 (91330100MA2B1359X2)	Year in which the auditee was founded :	2018
Address :	Tongyi Village, Hezhuang Town, East Of Qiantang River Industrial Cluster Area	Contact person (please select) :	Zhang Jing
Province :	Zhejiang	Contact's Email :	358369233@qq.com
City :	Hangzhou	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 :	N30°17'23"; E120°27'33"	Total turnover (in Euros) :	3000000.00
Sector :	Non-Food	Of which exports % :	80.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	20.00
If other, please specify :		Production volume :	400000 pieces per year
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	knitting sweater, Child sweater		

Auditee's employment structure at the time of the audit		
Total number of workers :	167	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	46	121
Temporary workers	0	0
In management positions	2	2
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	30	69
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	46	121
Production based workers	32	101
With shifts at night	18	48
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 209798] Audit Date: 06/05/2021 PA Score: D

Deadline date:30/04/2022

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall, the factory partially fulfilled the requirement of this performance area. The factory had established management system to implement BSCI Code of Conduct, relevant social policy and procedures were established. Senior manager was appointed as the BSCI management representative. The factory established the procedure on suppliers management, and also evaluated the partners' social performance annually. BSCI CoC and TOI were communicated with the partners. The factory conducted internal audit and management review regularly to check the effectiveness of the management system. However, gaps had been identified in implementation.

总体来说, 工厂部分符合该评估区域的要求。工厂建立了管理体系来执行BSCI行为守则, 相关的社会责任政策和程序已建立。高级管理人员被任命为BSCI管理者代表。工厂建立了供应商管理程序, 并且每年评估主要合作伙伴的社会责任绩效。BSCI行为准则及商业伙伴专用实施条款已传达给其合作伙伴。工厂定期开展内审和管理评审来检验管理体系的有效性。然而, 工厂在实施中仍存在差距。

- 1.1 - The social management system was not effective since non-compliance issues were detected regarding Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety, No Precarious Employment and Ethic Business Behavior.
工厂的社会责任管理体系尚待完善, 因为在此次审核中, 发现了关于工人参与和保护、公平报酬、体面劳动时间、职业健康与安全、无缺乏保障的就业关系和商业道德行为方面的问题。
- 1.4 - The factory established procedure on workforce planning, but it did not calculate the production rate and not consider how to handle the emergency order. The workers' monthly overtime also exceeded legal requirement. This violated the Amfori BSCI Code of Conduct.
工厂虽有建立生产能力规划管理程序, 但是没有计算员工生产效率没有考虑如何处理紧急订单。工人月加班也超出法规要求。这个违反了Amfori BSCI 行为准则。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 209798] Audit Date: 06/05/2021 PA Score: A

Deadline date:30/09/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall, the factory partially fulfilled the requirement of this performance area. The factory provided BSCI relevant trainings for all employees and posted BSCI COC in workshop; the factory established grievance mechanism for individuals and communities. Suggestion box was available for the factory. Workers could transfer their suggestion or complaint through suggestion box, worker representative or management. No complaint was occurred in the factory so far. However, gaps had been identified in implementation.

总体来说, 工厂部分符合该评估区域的要求。工厂给全体员工提供了BSCI相关的培训, 并张贴BSCI行为准则在车间; 工厂建立了针对个人和团体的申诉机制。工厂设置了意见箱。工人可以通过意见箱, 工人代表或管理层表达自己的想法或抱怨。目前为止未发生过申诉案例。然而, 工厂在实施中仍存在差距。

- 2.5 - The factory did not conduct satisfaction survey on the grievance procedure.
工厂没有进行申诉机制的满意度调查。

Remarks from Auditee:

None

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

Full Audit [Audit Id - 209798] Audit Date: 06/05/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

No finding was observed. Overall, the factory fulfilled the requirement of this performance area. No union and collective bargaining occurred in the factory. Three workers were elected by workers as worker representatives. Worker representatives worked with other workers together in workshop. Worker representative was used as one way of complaint channels. Worker representative knew their responsibility. They were not discriminated. The factory established freedom of association policy which was communicated to workers.

无不符合项。总体来说, 工厂符合该评估区域的要求。工厂没有工会及发生集体谈判。工人选举了3名员工作为员工代表, 员工代表与其他工人一起在车间工作。员工代表作为申诉渠道的一种方式。员工代表知道他们的职责, 他们没有被歧视。工厂建立了自由结社政策并传达给员工。

Remarks from Auditee:

None

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 209798] Audit Date: 06/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No finding was observed. The overall observation showed that the factory fulfilled the requirement of this performance area. The factory had set up the social policy of no discrimination which prohibited discriminating workers for any identity, sex, age, background. Workers had equal opportunities to work overtime, get promotion and receive training. The factory trained human resources department and supervisors that disciplinary measures or dismissals cannot occur based on workers' complaints and workers had no fear of reprisals to submit complaints about infringements of their rights. Disciplinary policy and measures were established within legal frames. 无不符合项。整体观察显示，工厂目前满足该评估区域的要求。工厂建立了反歧视的社会责任政策，禁止对员工的身份、性别、年龄、背景进行任何形式的歧视行为。员工有平等加班，晋升和接受培训的机会。工厂有给人力资源部门及各部门主管培训，强调不能因员工申诉而处罚员工，员工也表示不担心因为申诉而被报复。工厂的奖惩政策和措施符合法律要求。	
Remarks from Auditee: None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 209798] Audit Date: 06/05/2021 PA Score: B	Deadline date:30/04/2022
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Overall, the factory partially fulfilled the requirement of this performance area. The factory had established written policy and procedures on wage and benefits, which had defined minimum wage, paid holiday, paid leaves such as annual leave, sick leave and pay period. The factory provided workers' payrolls records from April 2020 to March 2021 for review during the audit. All workers were paid by hourly rate. The minimum regular wage of workers was RMB 2157 per month, and it was in compliance with legal requirements. The workers' paid statutory holiday, paid leaves such as annual leave and sick leave were all in compliance with BSCI and legal requirements. The factory paid workers' wage around 25th of each month. Workers' wage were higher than local living wage. However, gaps had been identified in implementation. 总体来说，工厂部分符合该评估区域的要求。工厂制定了书面的薪资福利的政策。在政策中定义了最低工资，有薪假期，法定假日，有薪年假工资支付周期以及法定要求的福利。工厂提供了工人2020年4月至2021年3月的工资记录。所有工人为计时工资。工人的最低工资为每月2157元，符合法规要求。工人的有薪法定假日及有薪假期如有薪年假、病假等均符合法规及BSCI要求。工厂每月25号左右发放工人工资。工人工资高于当地生活工资。然而，工厂在实施中仍存在差距。 5.5 - There were total 167 permanent employees in the factory, no retiree/temporary/dispatch/newly hired employee, but based on the social insurance payment receipts of Mar 2021, it was noted that only 91 out of 167 employees(54.5%) had participated in maternity, medical insurance, retirement and injury insurances. The management and interviewee said most workers did not want to buy social insurance. The factory provided commercial group injury insurance for other workers, valid until 23 March 2022. This violated Articles 72 and 73 of the Labor Law of the People's Republic of China. 工厂目前有167名全职员工，没有退休人员/临时工/派遣工/新进人员。但是通过查看工厂提供的2021年3月的社保缴费收据，发现工厂167名员工中，只有91人（54.5%）参加了生育、医疗、养老、失业和工伤保险。管理层和访谈的员工表示，大多数员工不愿意购买社会保险。工厂提供商业团体工伤保险给其他员工，有效期至2022年3月23日。这违反了《中华人民共和国劳动法》第72、73条。	
Remarks from Auditee: None	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 209798] Audit Date: 06/05/2021 PA Score: D	Deadline date:30/04/2022
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Overall, the factory partially fulfilled the requirement of this performance area. The factory had established the working hour policy based on the legal requirements and BSCI Code of Conduct. As per on site observation and documents review, the factory used IC card attendance system to record all workers' working hours. The factory provided attendance records from April 2020 to audit day for review. As per sampled payroll and attendance records, There were 2 shifts arranged for knitting workers and linking workers, the 1st shift was from 7:30 to 19:30, the 2nd shift from 19:30 to 7:30. Each shift included 3 hours overtime. There was 1 shift arranged for other workers. The regular working time was from 8:00 to 11:00 and 12:00 to 17:00. Overtime working was sometimes arranged 2 hours on weekdays and 8 hours on Saturdays. Normal working days were from Monday to Friday. However, gaps had been identified in implementation: 总体来说，工厂部分符合该评估区域的要求。工厂根据法律要求以及BSCI要求建立了工作时间政策文件。工厂采用IC卡考勤系统记录员工的工作时间。工厂提供了2020年4月到审核日的考勤记录。根据所抽样员工的工资和考勤记录发现，横机和套口车间为两班制，早班从7:30到19:30，晚班从19:30到7:30，每班包含3小时加班，其他工人一班制，从8:00到11:00，12:00到17:00；部分工作日加班2小时，周六加班8小时。正班工作日为周一到周五。然而，在实际执行过程中仍然存在问题： 6.2 - The monthly overtime exceeded legal limit (36 hours per month). The monthly overtime for 16 randomly selected employees were 50~111 hours in March 2021(current month), 5 randomly selected employees had 52~108 hours overtime in November 2020(random month) and 5 randomly selected employees had 50~116 hours overtime in May 2020 (random month). This violated the PRC Labor Law article 41. 工厂的月加班工时超过法定的36小时。2021年3月(当前月)，16名被抽查员工的月加班工时为50~111小时；2020年11月(随机月)，5名被抽查员工的月加班工时达到52~108小时；2020年5月(随机月)，5名被抽查员工月加班工时达到50~116小时。这违反了《中华人民共和国劳动法》第41条。	
Remarks from Auditee: None	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 209798] Audit Date: 06/05/2021 PA Score: A	Deadline date:30/04/2022
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Overall, the factory partially fulfilled the requirement of this performance area. The factory had established documented management system and procedures, which included law identification and assessment, risk assessment, employee training, fire safety, equipment management, occupational health, work environment health and continual improvement, etc. The factory had established Health and Safety committee. The Health and Safety committee meetings were held regularly. The factory equipped adequate fire facilities including fire extinguishers, fire hydrant, emergency light, exit sign and fire alarm. The factory had documented emergency response procedure. The first aid kits were available at each workshop and qualified first aiders were available in the factory. The fire drills were conducted twice per year. The factory made the annual training plan including the orientation training for new employees and on-job training for existing employees. However, gaps were identified in this performance area. Remark: 7.21 The factory did not provide canteen and kitchen to workers. 7.23 The factory did not provide transportation to workers.</p> <p>总体来说,工厂部分符合该评估区域的要求。工厂建立了文件化的健康安全管理体系及程序,其中包含法律法规识别,风险的评估,员工培训,消防安全,机器设备,职业健康,环境卫生以及持续改进等。工厂有组建了健康安全委员会,并且有定期召开健康安全委员会会议。工厂有配备足够的消防设施包括灭火器,消防栓,应急灯,出口标识,消防警铃。工厂有建立文件化的应急预案。每个车间都配备了急救药箱,而且工厂内有培训合格的急救员。工厂每年举行2次消防演习。工厂有制定年度的培训计划,新入职和在职员工都有参加健康安全的培训。但是,工厂仍有不符合准则要求的地方,详见不符合项。备注:7.21 工厂没有为员工提供餐厅厨房;7.23: 工厂没有为员工提供交通。</p> <p>7.1 - 10% finished goods in warehouse were stored against wall. This violated the Rules Concerning Warehouse Safety and Fire Control article 18. 工厂仓库约10%成品靠墙放置。这违反了《仓库防火安全管理规划》第18条。</p> <p>7.4 - The workers or their representatives had not attended the risk assessment on health and safety. 员工或员工代表没有参与到健康安全风险评估。</p> <p>7.8 - The factory did not post the accident procedures in workshops for workers and first-aid responder. 工厂没有在车间张贴紧急事故预案供相关员工和急救人员了解。</p> <p>7.13 - It was found two electrical switches were blocked in knitting workshop during the audit. It violated General Guide for Safety of Electric User Article 6.5 审核期间横机车间有2个电源开关被堵塞的现象。违反了《用电安全导则》第6.5条。</p> <p>7.17 - The factory did not provide inspection certificates for the boiler. This violated Special Appliance Quality Safety Monitoring Regulation article 28. 工厂没有提供锅炉的检验报告提供查阅。这违反了《特种设备安全监察条例》第28条。</p>	
Remarks from Auditee: None	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 209798] Audit Date: 06/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>No finding was observed. The overall observation showed that the factory fulfilled the requirement of this performance area. The factory had set up no child labor policy, age verification mechanism, recruitment procedures and remediation procedures in case children was found. And the factory maintained the personal files such as worker profiles and age documents for all workers. There was no child working in the factory. 无不符合项。总体观察显示工厂符合该评估区域的要求。工厂建立了禁用童工政策、年龄核对机制、招聘程序以及童工补救政策等。同时工厂也保留了所有员工的人事档案以及年龄文件等。没有发现工厂有使用童工。</p>	
Remarks from Auditee: None	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 209798] Audit Date: 06/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>No finding was observed. The overall observation shows that the factory fulfilled the requirement of the performance area. The factory had set up young worker protection policies and made risk assessment for young workers. There was no young worker currently hired by the factory. 无不符合项。总体观察显示工厂符合该评估区域的要求。工厂建立了未成年工保护程序,并建立了针对未成年工人的岗位风险评估程序。工厂目前没有使用未成年工人。</p>	
Remarks from Auditee: None	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 209798] Audit Date: 06/05/2021 PA Score: A	Deadline date:30/09/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had set up hiring procedures and provided orientation training to workers. There was no temporary worker, home workers and students at school ages hired by the factory and the factory also did not use dispatched workers. The factory signed labor contracts with all workers and also provided copies of the labor contracts to all workers. However, gaps had been identified in implementation.</p> <p>总体观察显示工厂部分符合该评估区域的要求。工厂建立了招聘程序并给新进员工提供了入职培训。目前工厂没有使用临时员工、家庭工人以及学生工，所有员工都是工厂直接招聘，没有使用劳务工。同时，工厂和所有员工都签订了劳动合同并给员工提供了一份劳动合同副本。但是，工厂仍有不符合本章要求的地方。</p> <p>10.3 - The factory did not specify the basic salary amount in labor contracts. This violated the PRC Employment Contract Law article 17 工厂没有在劳动合同中注明基本工资的金額。这违反了《中华人民共和国劳动合同法》第17条。</p>	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 209798] Audit Date: 06/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>No finding was observed. The overall observation showed that the factory fulfilled the requirement of this performance area. The factory had set up no bonded labor policy and procedures. The factory provided training to the management staff and workers on prohibiting forcing workers to work overtime, to stay in the factory and so on. And there was no any bonded labor found during the current assessment.</p> <p>无不符合项。总体观察显示工厂符合该评估区域的要求。工厂建立了禁止强迫劳动的政策和程序。工厂给管理人员和员工提供了关于禁止强迫劳动的培训，禁止强迫员工加班工作、禁止强迫员工待在厂区等。本次审核中没有发现任何强迫劳动。</p>	
Remarks from Auditee: None	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 209798] Audit Date: 06/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>No finding was observed. Overall, the factory respected the requirement of this performance area. Environment impact register form had been registered at local environment protection bureau. The factory provided training on environment protection to workers. Living waste water had been discharged to the local municipal pipeline. The factory established the relevant procedure to protect environment and save energy such as electricity, water source and etc.</p> <p>无不符合项。总体来说，工厂符合本评估区域的要求。环境影响登记表在当地环保局备案，为员工提供了环境保护的培训。生活污水经由当地市政管道进行排放。企业制定了关于保护环境、节约资源，比如电能、水资源等的相关制度。</p>	
Remarks from Auditee: None	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 209798] Audit Date: 06/05/2021 PA Score: A	Deadline date:30/04/2022
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Overall, the factory partially respected the requirement of this performance area. The factory had written procedures on Ethical Behavior, which included prohibition of corruption, extortion or embezzlement, or any form of bribery, fraud and investigation of unethical behaviors and etc. The factory had provided training on the potential ethic for all employees. No falsifying information related to factory's activities, structure and performance was provided and identified during the audit. However, Gaps were identified during the audit.</p> <p>总体来说，工厂部分符合本评估区域的要求。工厂已经建立了书面化的商业道德程序，其中包括禁止腐败，敲诈，侵占或任何形式的贿赂，商业欺诈，和不道德行为的调查等。工厂给所有员工提供了商业道德的培训。本次审核中未发现工厂有提供关于其运作的伪造或虚假信息。但是，工厂仍有不符合准则要求的地方。</p> <p>13.4 - The factory did not establish procedure to protect personal information security. 工厂没有建立程序来保护个人信息安全。</p>	
Remarks from Auditee: None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	06/05/2021	209798	D	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



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



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



Photo first aid facilities
First aid kits.JPG



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



Photo of fire safety equipment
Emergency light test.JPG



Photo of fire safety equipment
Fire alarm.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of fire safety equipment
Hydrant test.JPG



Photo of fire safety equipment
Hydrant.JPG



Photo of fire safety equipment
Sprinkler.JPG



Photo of non-conformity
NC-Electrical switches were blocked.JPG



Photo of non-conformity
NC-Finished goods stored against wall.JPG



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



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



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



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



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



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



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



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



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



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



Photo of the sanitary facilities
Drinking water.JPG



Photo of the sanitary facilities
Toilets.JPG