
Auditee :	Shenzhen Red Star Electronics Co.,Ltd
Audit Date From :	25/03/2020
Audit Date To :	26/03/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Christy Li(Lead)
Auditing Branch (if applicable) :	SGS 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 Very Good</p>	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated A No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p style="text-align: center;">B 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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A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p style="text-align: center;">C 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 Insufficient</p>	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p style="text-align: center;">E 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 :	Shenzhen Red Star Electronics Co.,Ltd		
DBID number :	383305		
Audit ID :	176092		
Address :	NO.1-8 Jinyu Alley , Sifang Pu Community, Ping Di Street,Longgang District, Shenzhen		
Province :	Guangdong	Country :	China
Management Representative :	Mr. Xiaohu Chen/Factory manager		
Contact person:	Bella Huang	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Usb cable, type c cable, lanyard cable, car charger etc		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 26/03/2021

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	B	A	A	B	D	A	A	A	A	A	B	A

Executive summary of audit report

Shenzhen Red Star Electronics Co.,Ltd (business license: (914403005776580693) was located at NO.1-8 Jinyu Alley , Sifang Pu Community, Ping Di Street,Longgang District,Shenzhen City, Guangdong,China. The establishment date was Jun. 18, 2011 and the factory focus on manufacturing Usb cable, type c cable, lanyard cable, car charger etc.

There were total 68 employees in the factory during the audit. The main production process flow was Soldering-Shaping-Assembly-Packing. The factory used one three-storey building about 3100 square meters as for workshop, warehouse and office room.

Worker attitude:
Workers interviews were conducted in both individual or group in confidential manner. Total 5 individual and 1 groups with 5 workers interviews were conducted. All the 10 interviewed workers were covered all production process such as 4 soldering workers, 1 shaping worker,1 security staff and 4 assembly packaging workers. All the 10 interviewed workers were chosen by auditors without the influence from the management. The interviewed workers were cooperative with the interview and showed satisfying in working in the facility.

Management attitude:
During the audit, the management of facility provided support to the audit team so that the audit had been carried out smoothly.
This audit was conducted by Christy Li(APSCA Number: RA21701882)

Remark: During the audit, the material mixing process was not in operation, and 6 out of 10 ultrasonic machines were not in operation, the factory management explained that the orders were insufficient or the above process was not required for the current product.

Ratings Summary



Auditee's background information			
Auditee's name :	Shenzhen Red Star Electronics Co.,Ltd	Legal status :	Ltd company
Local Name :	深圳市瑞祥达电子有限公司 (914403005776580693)	Year in which the auditee was founded :	2011
Address :	NO.1-8 Jinyu Alley , Sifang Pu Community, Ping Di Street,Longgang District,	Contact person (please select) :	Bella Huang
Province :	Guangdong	Contact's Email :	sales04@szredstar.com
City :	Shenzhen	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) :	www.szredstar.com
GPS coordinates :	N22°45'42", E114°19'18"	Total turnover (in Euros) :	2500000.00
Sector :	Non-Food	Of which exports % :	70.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	30.00
If other, please specify :		Production volume :	3000000 pcs per year
Product Group :	Electrical supplies	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Usb cable, type c cable, lanyard cable, car charger etc		

Auditee's employment structure at the time of the audit			
Total number of workers :	68	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	17	51	
Temporary workers	0	0	
In management positions	11	12	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	17	51	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	17	51	
Production based workers	6	39	
With shifts at night	2	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 176092] Audit Date: 25/03/2020 PA Score: D

Deadline date:25/06/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 1. The factory set up completed policy and procedure on social accountability. For example, the procedures on hiring, subcontracting, dealing with grievances, training workers, promoting ethical behaviour were established by the factory. Mr. Xiaohu Chen / factory manager was amfori BSCI representative and took whole charge of amfori BSCI affairs in the factory. The working hours controlling system is established. However, the root cause analysis of internal audit conducted by the factory was not so effective, working hour management system was not executed well, gaps had been identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了完整的社会责任政策和程序，例如程序中包括招聘，分包，申诉系统，员工培训，反腐败等内容。工厂厂长陈小虎被工厂指定为amfori BSCI负责人，统筹整个工厂的 amfori BSCI事务。工厂创建了完整的工时管控系统。但是工厂的内审原因分析并不那么有效，工时管理系统执行层面并不完善，发现工厂在系统执行方面和 amfori BSCI要求有差距：

- 1.1 - Finding: The main auditee partially respects this principle because the factory had established management system according to amfori BSCI requirement, and the management knew related requirement of amfori BSCI, but due to factory didn't effectively implement it, lead to some issues appeared in Overtime hours, Health&Safety, Environment and etc.
主要被审核方（生产商）部分遵守原则，原因是工厂有按照 amfori BSCI要求建立相关体系，且管理者代表知道 amfori BSCI相关要求，但由于未有效执行，导致在加班时间、健康安全、环境等方面出现问题。
- 1.4 - Finding: The main auditee partially respects this principle because the factory had implemented capacity planning, but due to the working hour management system implementation level was not completed, lead to workers' overtime hours exceeded legal requirements.

主要被审核方（生产商）部分遵守原则，原因是工厂执行了产能规划，但是由于工时管理系统执行层面不完善，导致加班超过法规要求。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 176092] Audit Date: 25/03/2020 PA Score: B

Deadline date:30/04/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 2. There was freely elected three worker representatives who met the management every three months, the latest meeting was on Feb 15, 2020. According to interview statement with worker representative and workers, they were familiar with workplace-related issues, their labor right e.g. the law, work contracts, job description, working rules. It has been noted that the auditee had an effective internal grievance mechanism: the mechanism consisted of using suggestion boxes, worker representation and an open door policy on coming up with suggestion directly to workers' supervisor. The factory provided on-board training on workers' right to workers. All these processes were documented under procedures and integrated into worker interview. However, gaps had been identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂由员工选举了3位工人代表，代表每3个月会定期和管理层见面，最近一次开会是在2020年2月15日。根据工人代表及员工的访谈信息，工会代表以及员工都很清楚工厂场所相关信息，以及员工的劳工权利，例如劳动法，劳动合同，工作描述以及厂纪厂规等。审核过程发现，工厂已建立了完整的内部申诉系统，员工可通过意见箱，工人代表或直接与主管进行沟通等方式提供投诉。工厂会给员工提供关于员工权利的入职培训。所有这些过程均可通过文件以及访谈来核实。但也发现被审核方在如下方面和Amfori BSCI要求有差距：

- 2.2 - Finding: The main auditee partially respects this principle. Because the factory defined long term goals for protecting workers, but this long term goals did not show step-by-step approach toward sustainable improvements. And workers or worker representatives didn't get involved in defining the long term goals, only factory management involved.
被审核方部分符合该准则。原因是被审核方已定义保护员工的长期目标，但是该目标并未包括逐步的可持续改进方法，且员工或员工代表未参与制定长期目标之中，只有工厂管理层有参与制定。
- 2.5 - Finding: The main auditee partially respects this principle. Because the main auditee established grievance policy, but the written procedure did not define the content of potential conflicts of interest and how to overcome them, Timelines to address grievances. And the grievance mechanism for communities was not included, for example, no channel was set for local communities' coming up with its suggestions or complaints to management for improvement.
被审核方部分符合该准则。原因是被审核方建立了申诉政策，但是书面的申诉程序中未包括潜在的利益冲突以及如何克服这些冲突，提出申诉的时间表和时效性。且未包含社区的社会的申诉机制，例如工厂未创建当地社区给管理层提供改进意见和投诉的渠道。

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 176092] Audit Date: 25/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 3. Refer to PA 2, there were freely elected three worker representatives who met the management every three months. No collective bargain agreement was concluded between the factory and workers, but the factory did not prevent workers from bargaining for the agreement. Based on the interview statement of worker representative, he was not discriminated by the factory and the worker representative was in production workshop. He had access to workers and workplace freely.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。依照PA2的描述, 工厂依照员工意愿选举了3位工人代表。工人代表每三个月和管理层见面。审核过程中, 工厂和员工无集体谈判协议, 但工厂也未阻止员工有意愿的时候和工厂谈判。根据工人代表的访谈, 在该工厂, 工人代表不会被歧视, 并且这名员工代表都是车间的员工, 他可以随时与员工沟通。</p>	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 176092] Audit Date: 25/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 4. The factory made one policy on anti-discrimination. The policy defined that the factory would not discriminate workers by race, gender and ages etc. And according to interview statement with workers, workers could use the grievance system through suggestion boxes or telling to trade union representatives once workers' right was infringed. Furthermore, the policy on discipline measures made by the factory was in line with legal requirement. All these processes could be verified by document review and interview.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反歧视的政策, 反歧视政策中表明工厂不会因为种族, 性别, 年龄等原因对员工区别对待。并且依照员工访谈, 若员工的权利受到任何侵害, 员工可以通过意见箱和工会代表反馈的形式进行投诉。而且, 通过查看工厂的惩戒措施程序, 其描述的措施均符合法规和 amfori BSCI 要求。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 176092] Audit Date: 25/03/2020 PA Score: B	Deadline date:25/06/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 5. The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from Mar 2019 to Feb 2020 provided by the factory, the minimum wage paid by the factory was RMB2200 which was according to Shenzhen minimum wage requirements(RMB2200 per month). No unreasonable deduction was identified according to wages records of workers. All these processes and evidences were cross checked by document review, worker interview and management interview. However, gaps had been identified in implementation as follows:</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工资支付政策和福利政策, 福利政策包括给员工提供法定节假日, 病假, 婚假, 产假等假期。根据工厂提供的2019年3月至2020年2月的工资记录显示, 工厂按照每个月最低2200元每月的工资支付给员工, 符合深圳市最低工资要求(2200元每月)。根据员工的工资记录, 员工无不合理扣款记录。以上过程均用文件, 访谈等方式进行核实过。不过, 工厂在以下方面和 amfori BSCI 要求尚有差距:</p>	
<p>5.5 - Finding: The main auditee does not respect this principle because the main auditee didn't provide enough legal social insurances for all employees, such as in Feb. 2020, total 70 employees worked in the main auditee, the main auditee only provided retirement insurance for 11 employees and provided medical insurance, unemployment insurance, child-bearing insurance and injury insurances for all the employees. 主要被审核方(生产商)未遵守原则, 原因是被审核方未给所有员工提供法定保险, 例如在2020年2月, 工厂总共有70名员工在被审核方工作, 工厂给其中11名员工提供了养老保险, 给所有员工提供了医疗保险、失业保险、生育保险和工伤保险</p>	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 176092] Audit Date: 25/03/2020 PA Score: D

Deadline date:25/06/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 6. The factory made a policy of working hours system and controlled working hours. According to the policy and implementation records, workers worked 8 hours, 5 days per week. One shift was arranged in all departments: 08:00-12:00,13:30-17:30, OT from 18:10-20:10 if need. The factory arranged workers working 0~2 hours on regular day and 8 hours on Saturday if need and workers had right to choose working overtime or not. The factory ensured workers had every Sunday off per week. Furthermore, workers had at least 8 hours' rest on every day. Workers can take a rest during the work time when they felt tired. All this processes and implementation can be verified by interview and document review. However, gaps of overtime had been identified in implementation: OT hours exceeded legal requirement.

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工时政策，依照政策以及工厂实际的执行情况，员工每天上班8小时，每周五天。工厂所有部门一班制：08:00-12:00,13:30-17:30, 加班从18:10至20:10。工厂会依据生产订单安排员工进行加班，平时加班0~2小时,周六根据生产需要加班8小时,员工可自愿选择是否加班。工厂保证了员工每周日休息。工厂保证了员工每天至少有8小时的休息时间并且员工在工间如果觉得疲惫，可自由选择休息几分钟。以上均已从员工访谈以及文件信息等方面进行核实。不过，工厂在加班时间的管控方面也有不符合法规的地方，如下：工厂没有保证员工的加班时间满足法规要求。

- 6.2 - Finding: The main auditee does not respect this principle because workers' monthly overtime hours exceeded legal requirement. During the audit, the factory provided workers' attendance records from 01 Mar. 2019 to 25 Mar. 2020, based on sampling check, it was noted that all sampling workers' monthly overtime hours exceeded 36 hours in each month except Jan. 2020, the max. up to 60 hours in Mar., June, Aug. and Nov. 2019. 主要被审核方（生产商）未遵守该原则，原因是员工的月加班时间超过法规要求。审核期间，根据工厂提供了工人从2019年3月1日至2020年3月25日的考勤记录，根据抽样发现，所有工人每个月的月加班（除2020年1月外）均超过36小时，最大在2019年3月、6月、8月、11月份达到60个小时。

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 176092] Audit Date: 25/03/2020 PA Score: A

Deadline date:25/06/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 7. The committee of health and safety was set up by the factory. The factory assessed the risk of workshop. The highest risks of health and safety in the factory were fire safety and mechanical safety. For fire safety, the factory ensured enough extinguishers in every workshop and fire hydrant, emergency lights and fire alarm were available in the factory. All these facilities of fire safety were checked by principal every month, emergency lightings, fire hydrant and fire alarm were effective during the testing on-site. For mechanism safety, all processes of operation were set up, workers were well trained to operate it correctly. According to the interviewee statement, workers understood well of the risk of mechanism and knew to wear relate personal protective equipment. For chemicals safety, the factory is equipped with explosion-proof cabinet, MSDS was posted onsite, eye washing is installed. The factory also set up emergency procedure and trained qualified first aiders for providing the service of first aid. The first aid box was also available in every workshop. Dormitory and canteen was not provided to workers. However, gaps had been identified in implementation as follows:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂创建了员工的健康安全委员会。工厂按照车间情况对工厂内部进行了健康安全风险评估。从风险评估来看，消防安全和机械安全风险是工厂最大的风险。在消防安全方面，工厂给所有车间配备了足够的消防设施，例如灭火器，消防栓，消防警铃等，并且工厂的健康安全负责人每月都会进行检查。审核时经过测试，应急灯，消防栓和消防警铃都是有效的。在机械安全方面，工厂针对有机械安全风险的岗位都制定了相应的操作规程，并且给员工提供了培训以防范这方面的风险。通过访谈车间的员工，员工很了解操作时注意的机械安全内容以及需要佩戴个人劳保用品。在化学品安全方面，工厂配备了防爆柜并在现场张贴了MSDS等，并安装了洗眼器。在急救政策方面，工厂制定了急救政策，工厂给每个车间配备了药箱，而且工厂培训了合格的急救员。工厂没有给员工提供宿舍，餐厅。不过，工厂在以下方面和 amfori BSCI要求尚有差距：

7.1 - Finding: The main auditee partially respects this principle because the factory had established management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But H&S issues were identified due to management negligence.

被审核方（生产商）部分遵循该准则，原因是工厂已建立健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是由于管理疏忽，导致仍然有健康安全问题存在。

7.3 - Finding: The main auditee partially respects this principle because although the main auditee had carried out HS risk assessment, and the main auditee identified the main risks which were existed in each process, but the main auditee didn't provide pre-job, on-job and off-job occupational health examinations to 2 workers contacted chemicals and 5 soldering workers who conducted working with occupational disease factors(chemicals and dusts).

被审核方部分符合该原则。原因是被审核方有进行风险评估，且识别到各个工位存在的风险，但是没有给接触职业病危害因素（例如化学品、粉尘）的员工如2名接触化学品的员工和5名焊锡的员工按照法规要求提供岗前，在岗期间以及离岗的职业健康体检。

7.4 - Finding: The main auditee partially respects this principle because the main auditee had established EHS team, 6 supervisors of each department were members of EHS team, however, workers and worker representative were not the members of EHS team, and worker or worker representatives were not involved in health and safety risk assessment.

被审核方部分符合该原则。原因是被审核方有成立健康安全小组，各部门的6名主管是该小组成员，但是没有包含员工和员工代表，且工人和工人代表没有参与职业健康安全风险的评估。

7.6 - Finding: The main auditee partially respects this principle because the factory did not provide dustproof masks for 5 soldering workers.

被审核方（生产商）因未给5名焊锡员工提供防尘口罩而部分遵守原则。

7.7 - Finding: The main auditee partially respects this principle because the chemicals safety label was incomplete at the container of two buckets of cleaner in assembly line, such as chemical name was not included. And there were no safety labels for 30% of the chemicals stored in explosion proof cabinet in chemicals warehouse according to the legal standard< GB15258-2009>.

被审核方部分符合该原则。原因是被审核方组装车间使用的化学品(2瓶抹机水)容器上安全标签不完整，例如没有化学品名称，工厂化学品仓防爆柜中的30%的化学品都没有按照GB15258-2009的要求编制粘贴安全标签。

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 176092] Audit Date: 25/03/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 8. The policy of recruiting was set up by the factory. And it regulated that the factory would not recruit workers under 16. The factory checked workers' ID during recruiting and HR specialist knew the skills of asking workers' experience and ages when he had any doubt of workers' ID card or age according to interview with HR specialist. Meanwhile, the factory established remediation measure of child labour in order to set up measure of recruiting child labour incidentally. After checking all personnel files of workers, no child labour was identified in the factory.

综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂制定了合适的招聘政策，且规定工厂不招收16岁以下的工人。员工入职时工厂均会查看员工的身份证并且当人事专员对员工年龄有怀疑时，会通过有技巧地面谈以核实员工情况。同时工厂制定了童工补救措施以防万一发现童工的应对措施。在审核过程中，通过查阅所有员工的人事资料，未发现有任何童工存在。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 176092] Audit Date: 25/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area. The policy of young worker protection was made by the factory. The factory understood the legal requirement of young workers according to interview with management. And the risk assessment procedure of young workers covered the requirement of amfori BSCI. During the audit, the youngest worker was 25 years old, no young workers were identified in the factory.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了未成年工的保护政策, 工厂了解如何依照法规要求保护未成年工。工厂有按照 amfori BSCI要求来更新其未成年工的风险评估。在审核过程中, 最年轻的员工是25岁, 未发现未成年工的存在。</p>	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 176092] Audit Date: 25/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 10.Labor contracts were all concluded between the factory and workers. The contracts statement included the description of working hours, training, rest time and leave etc. which were in accordance with legal requirement and ILO. Meanwhile, the factory provide a copy of contract to every worker. Based on interview statement of workers, workers understood well of the content of labour contract and no illegal employment was identified during the audit.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂和每个员工均签订了劳动合同, 劳动合同的内容包括工时, 培训, 休息时间和假期, 报酬和支付条件, 这些内容均符合法规以及国际标准。同时工厂提供了一份劳动合同副本给员工。通过员工访谈, 员工均了解劳动合同内容, 审核过程中, 工厂无不符合法规的用工形式存在。</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 176092] Audit Date: 25/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 11.The factory established the policy on anti-forced labor. The management understood well the scope of forced labor. And according to onsite observation and interview statement of workers, workers confirmed that there were no evidence showed in the factory, for example, they could resign according to legal requirement and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers. The discipline policy was also in line with legal requirement.</p> <p>综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反强迫劳动的政策, 工厂负责人理解哪些方式是属于强迫劳动的范畴。依据现场观察和员工访谈, 员工也很清晰地表明工厂内无强迫劳动的现象, 例如员工可以依照法规要求提出辞工而不会被克扣工资, 并且可以自由离开工厂。员工也未遇到任何被侮辱或非人道的待遇。工厂的惩戒政策也是符合法律法规要求。</p>	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 176092] Audit Date: 25/03/2020 PA Score: B	Deadline date:25/06/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 12. Environmental Impact Assessment report had been provided by the factory, which also stated the assessment of water resource nearby the factory. The land belonged to the factory was industrial land and water used by the factory was come from municipal water. The main wastes produced by the factory were hazardous waste. The factory also made the policy on saving water and implemented it all the time. The water consumption records were provided for audit review. However, gaps had been identified in implementation as follows:</p> <p>综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂提供了环评报告, 环评报告显示工厂已针对附近水资源进行了评估。工厂主要使用当地市政提供的自来水, 并且工厂用地属于工业用地。工厂的主要污染物为危险废弃物。工厂制定了节约用水政策并且正在实施, 而且工厂每个月均记录用水量来确定政策实施的效果。不过, 工厂在以下方面和 amfori BSCI要求尚有差距:</p> <p>12.4 - Finding: The main auditee does not respect this principle because hazardous wastes were not transferred to licensed vendor. 生产商因未将危险废弃物转移给有资质单位处理而未遵守原则。</p>	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 176092] Audit Date: 25/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 13. The policy on anti-corruption was made by the factory. And the factory analyzed the risk of corruption and found that the process of purchase and sale might be related to corruption. So workers of purchase and sale were well trained and signed anti-corruption and confidential agreement with the factory. During the audit, no misrepresentation was provided by the factory, all information could be cross checked. 综合概况：整体观察显示被审核方符合该绩效区域的要求。工厂创建了反腐败的政策，并且根据工厂分析，工厂的采购和销售有可能涉及到腐败。因此工厂给所有相关人员进行培训，并且员工也签订了反腐败和保密协议。审核过程中，工厂提供的数据也均可通过其它方面进行核实，工厂未提供任何不实信息。审核时也未发现有任何泄密的负面现象。	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	25/03/2020	176092	D	B	A	A	B	D	A	A	A	A	A	B	A	C

Producer Photos



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



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



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



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



Photo first aid facilities
Eye washing facilities.JPG



Photo first aid facilities
First aid box.JPG



Photo of chemical storage room (if applicable)
Chemicals stored.JPG



Photo of chemical storage room (if applicable)
Explosion proof cabinet is grounded .JPG



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



Photo of fire safety equipment
Fire alarm testing.JPG



Photo of fire safety equipment
Fire emergency lighting.JPG



Photo of fire safety equipment
Fire evacuation map.JPG



Photo of fire safety equipment
Fire facilities provided.JPG



Photo of fire safety equipment
Fire hydrant and fire extinguishers.JPG



Photo of fire safety equipment
Fire hydranting testing.JPG



Photo of fire safety equipment
Fire stairs.JPG



Photo of non-conformity
NC chemicals safety label was incomplete.JPG

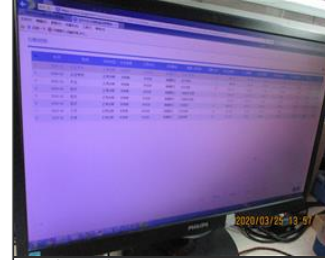


Photo of non-conformity
NC no enough legal social insurances provided for all employees.JPG



Photo of non-conformity
NC no safety labels posted on chemical containers.JPG



Photo of non-conformity
NC the factory did not provide dustproof masks for soldering worker.JPG

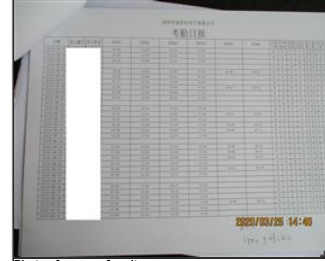


Photo of non-conformity
NC workers monthly overtime hours exceeded legal requirement.JPG



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



Photo of the inside of the main production hall
Assembly and packaging line.JPG



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



Photo of the inside of the main production hall
Electronic box with inner cover.JPG



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



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



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



Photo of the inside of the main production hall
Raw materials warehouse 2.JPG



Photo of the inside of the main production hall
Raw materials warehouse.JPG



Photo of the inside of the main production hall
Soldering line.JPG



Photo of the inside of the main production hall
Soldering line.JPG



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



Photo of the personal protection equipments (if applicable)
Injection worker with earplug.JPG



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



Photo of the personal protection equipments (if applicable)
Ultrasonic worker with earplugs.JPG



Photo of the sanitary facilities
Drinking.JPG



Photo of the sanitary facilities
Toilet.JPG