
Auditee :	Guangzhou Loostar Leather Product Co., Ltd
Audit Date From :	09/04/2021
Audit Date To :	09/04/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Atom Wu(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																																							
A Very Good	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated A• No Performance Areas rated C, D or E These are three examples: <table><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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
B Good	<ul style="list-style-type: none">• Maximum 3 Performance Areas rated C• No Performance Areas rated D or E These are three examples: <table><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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
C Acceptable	<ul style="list-style-type: none">• Maximum 2 Performance Areas rated D• No Performance Areas rated E These are three examples: <table><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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
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																													
D Insufficient	<ul style="list-style-type: none">• Maximum 6 Performance Areas rated E These are three examples: <table><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>D</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	D	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.
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	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated E These are three examples: <table><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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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																													
Zero Tolerance	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 :	Guangzhou Loostar Leather Product Co., Ltd		
DBID number :	409023		
Audit ID :	208026		
Address :	Floor 3, Building A, No.73, Qianyi East Road, European Industrial Park, Yiqun Village, Shiling Town, Huadu District, Guangzhou		
Province :	Guangdong	Country :	China
Management Representative :	Shuqun Liu		
Contact person:	Peijin Fang	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	bag, belts, wallet		

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 : 09/04/2022

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	B	A	A	A	A	A	A

Executive summary of audit report

Guangzhou Loostar Leather Product Co., Ltd was established on Feb 27, 2020 and located at Floor 3, Building A, No.73, Qianyi East Road, European Industrial Park, Yiqun Village, Shiling Town, Huadu District, Guangzhou City, Guangdong Province, China. The unified social credit code was: 91440101MA5D4WR174. The main products manufactured in the factory were bag, belts, wallet. The main production activities included cutting, edge oiling, gluing, sewing and packing.

Total 43 employees including 15 male employees and 28 female employees worked in the factory, and all employees were recruited by the audited factory. The factory paid wages to workers on the 5th of follow month by cash, the attendance records from Apr 1, 2020 to the audit day and payrolls from Apr 2020 to Mar 2021 were provided for review. The maximum weekly working hours were 56 hours.

The factory was cooperative during the whole audit. All areas of the factory were allowed to access, documents were provided timely, and workers interview was conducted smoothly. Mr. Shuqun Liu/Supervisor and Ms. Huaping Feng/workers representative signed the onsite CAP.

Auditor Information: Atom Wu (RA21702054)

Remark:
The audited factory rent 3F of one 5-storey production building as warehouse, production and office. It was around 1200 m2. The 1F and 2F used by a factory named Guangzhou Zhidu Leather Products CO., LTD, factory at 4F was named Fashion Leather Products Co., Ltd and the 5th floor was Jida Leather Products Co., Ltd. Factory provided lease contract of the audited factory for review. Based on workers interview and onsite observation, no mixing employees were found during this audit. This audited only cover areas of the audited factory using.

Ratings Summary



Auditee's background information			
Auditee's name :	Guangzhou Loostar Leather Product Co., Ltd	Legal status :	Company Limited
Local Name :	广州乐思达皮具有限公司 (91440101MA5D4WR174)	Year in which the auditee was founded :	2020
Address :	Floor 3, Building A, No.73, Qianyi East Road, European Industrial Park, Yiqun Village, Shiling Town, Huadu District,	Contact person (please select) :	Peijin Fang
Province :	Guangdong	Contact's Email :	guangzhoulesida@163.com
City :	Guangzhou	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 :	N23°28'29" E113°11'18"	Total turnover (in Euros) :	2500000.00
Sector :	Non-Food	Of which exports % :	70.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	30.00
If other, please specify :		Production volume :	450000 pcs per year
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	bag, belts, wallet		

Auditee's employment structure at the time of the audit		
Total number of workers :	43	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	15	28
Temporary workers	0	0
In management positions	5	4
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	11	27
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	15	28
Production based workers	0	0
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 208026] Audit Date: 09/04/2021 PA Score: D

Deadline date:08/10/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Factory has established social compliance management policies, procedures, manuals and organization structure to implement BSCI code of conduct. Senior Manager was appointed to be responsible for the implementation of BSCI values and principles in the operation of the company. The factory conducted management review and internal audit to monitor the effectiveness of BSCI implementation. The main suppliers signed the COC and TOI. The basic workforce capacity was established. However, gaps were identified in implementation:

工厂建立了社会责任管理方针，程序，手册及组织架构来执行BSCI行为规范，任命了高阶管理人员负责该行为准则的实施。工厂执行管理评审和内部审计监督BSCI执行的有效性。主要供应商签署了COC和TOI。建立了基本的产能规划。在实际执行中存在以下差距：

- 1.1 -** The main auditee partially respected this principle because the factory established the BSCI management system, and factory manager was responsible for implementing the system, but the BSCI management system was not implemented effectively, which lead to the OT exceeded 36 hours per month, and not enough employees joined the social insurance. And through management interview, no correct actions established to reduce OT.

主要审核方因为未完全该原则，工厂建立了BSCI管理体系，并且厂长负责执行该体系，但是BSCI管理体系未有效执行，导致月加班每月超36小时，没有足够员工参加社保。并且通过管理层访谈得知，并未建立相关整改措施来减少加班时间。

- 1.4 -** The main auditee partially respected this principle because though the basic planning of workforce capacity was established, the OT was still exceeding 36 hours per month, the maximum was 66 hours in Sep 2020 and the factory did not assess the effect of workforce capacity. Through management interview, the management knew how to conduct the planning of workforce capacity.

主要审核方因为未完全该原则，工厂即使建立基本的产能规划，但是加班时间仍每月超了36小时，最高时在2020年9月有66小时，工厂没有评估产能规划的有效性。通过管理层沟通，管理层是清楚如何进行产能规划的。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 208026] Audit Date: 09/04/2021 PA Score: A

Deadline date:08/07/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The grievance mechanism and BSCI training was provided for workers. The factory had good management practices about involvement for workers and their representatives in sound information exchange on workplace issues, eg. Workers would raise the complaints through worker Rep, and worker Rep transferred to management and then discuss to solve the problem. Only one worker Rep was elected by workers in 2021 and Worker Rep would join meeting with management regularly. The factory did not receive any complaints from workers in past 12 months. However, gaps had still been identified in implementation:

申诉机制和BSCI的培训提供给员工了。工厂在工人及其代表能就工作场所问题交换可靠信息方面具有良好的管理规范。比如，员工可以通过员工代表进行投诉，员工代表再传达给管理并且讨论来解决该问题。在2021年由员工选举出了一位员工代表并且员工代表会定期的加入与管理层的会议。工厂在过去12个月未收到来自员工的任何投诉。但是，在实践中仍然存在一些偏差：

- 2.2 -** The main auditee partially respected this principle because it had set long-term goals for protecting workers but factory did not invite workers and their representatives to set long-term goals.

主要被审核方因为设定保护工人的长期目标，但是工厂没有邀请工人及工人代表一起制定长期目标。

Remarks from Auditee:

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

Full Audit [Audit Id - 208026] Audit Date: 09/04/2021 PA Score: A

Deadline date:08/07/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The auditee has set procedure to protect the right of workers to form and join organizations of their own choosing. Workers' representatives were allowed to carry out their duties within working hours without losing pay or other negative repercussions. Workers' representative could hold collective bargain with factory management though no collective bargain was ever held. Also representatives could hold negotiation with factory management regarding issues of health and safety, welfare and work condition. According to interview with workers' representative, there was no discriminatory treatment from factory management. Also there was no any restriction of workers' representatives' interaction with workers according to employee manual and testimony of interviewees. However, gaps had still been identified in implementation:

被审核方制定了相应的程序文件来确保员工可以自由成立或者参与各种组织。员工代表可以在工作时间行使其职责而不会被克扣工资或者产生任何负面影响。员工代表可以代表员工与管理层进行集体谈判，虽然目前尚未举办过类似的谈判。员工代表可以与管理层就健康安全，员工福利及工作条件等方面进行谈判。员工代表表示从未受到过管理层的差别待遇。根据员工手册及受访者口述，工厂没有设置任何制止员工与员工代表接触的措施。但是，在实践中仍然存在一些偏差：

- 3.1 -** The main auditee partially respected this principle because confirmed by worker interview, 4 workers were not aware of the functions of worker representatives.

主要被审核方部分遵守该原则，通过访谈确认，4名工人不清楚员工代表的职能。

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 208026] Audit Date: 09/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The auditee has set procedure to prevent any kind of discrimination and management were trained and promised to obey this principle. The auditee paid particular attention to avoid discrimination against vulnerable groups like disabled workers, pregnant women or migrant workers through employee manual and normal training. The auditee did not use health conditions for discrimination such as medical testing, virginity tests, use of contraception or equivalent.

被审核方建立了禁止歧视的管理程序文件，所有管理人员接受了相应培训并承诺遵守该原则。公司对弱势群体如残疾员工，怀孕女工和外地工人给予了特别关注，并通过员工手册，日常培训来保障其权益。公司管理不以身体条件比如医学体检，贞洁检查，避孕节育等类似手段来设置歧视条款。

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 208026] Audit Date: 09/04/2021 PA Score: B

Deadline date:08/10/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The factory established wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. The workers' minimum wage was RMB12.07 per hour which met the local minimum wage requirement. Overtime work was compensated legally. The payroll from Apr 2020 to Mar 2021 of 5 employees was provided for review. As shown in the payroll, paid annual leave and paid holidays were provided. Wage was calculated at hourly rate. Workers' wages were paid on or before 5th of each month for previous month by cash. No deduction made from wage. However, there were still some gaps in implementation:

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。工人的最低基本工资是每小时12.07元符合当地最低工资要求。加班工资按法规要求支付。查看了5人从2020年4月至2021年3月的工资表。从工资表里发现，带薪年假和带薪假日都有支付。以每小时计算工资。每月5日前或者当天以现金支付上月的工资。没有扣减工资。尽管如此，在实践中仍然存在一些偏差：

- 5.5 -** The main auditee did not respect this principle because the factory did not provide social insurance to sufficient workers. Total 43 employees in the factory, based on the social insurance records, it was noted that the factory just provided retirement, unemployment, work-related injury, medical and child-bearing insurance to 11 (25.58%) workers. The factory did not purchase the commercial insurance workers.

主要被审核方因为没有给足够的员工购买社保而未遵守该原则。工厂有43个人，通过查看社保记录显示，工厂仅为其中的11（25.58%）人买了养老，失业，工伤，医疗和生育保险。工厂没有给其他员工购买了商业保险。

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 208026] Audit Date: 09/04/2021 PA Score: D

Deadline date:08/10/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

According to the working hour's system policy and implementation records, normal working hour is 8 hours per day and 5 days per week. Only one shift was arranged for all workers: 08:00-12:00, 13:30-17:30. Overtime started from 18:00. Time records from Apr 1, 2020 to audit day were reviewed randomly. Maximum 2 hours overtime per day, maximum 16 hours overtime per week and maximum 66 hours per month. 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily. However, there were still some gaps in implementation:

依照工时政策以及工厂实际的执行情况，正常工作时间为每周5天每天8小时。所有员工都是一班制：08:00-12:00,13:30-17:30，加班从下午6点开始。查看了 2020年4月1日至审核当天的考勤记录。每天加班最多2小时，每周最多16小时和每月最多66小时。确保连续工作6天休息1天。通过员工访谈，确认员工是自由选择加班的。尽管如此，在实践中仍然存在一些偏差：

- 6.2 -** The main auditee did not respect this principle because the OT working hours exceeded legal. The working time records from Apr 1, 2020 to audit day provided by the factory and reviewed the time records of 5 employees, showed that the monthly overtime hours of 5 employees exceeded 36 hours in most months. For three sampled months: the maximum monthly overtime of 3 employees were 58 hours in Apr 2020; the maximum monthly overtime of 5 employees were 66 hours in Sep 2020; the maximum monthly overtime of 5 employees were 56 hours in Mar 2021. In Sep 2020, workers worked 34 hours of overtime on weekdays, 32 hours on weekends, and the weekly working hours were 56 hours. 主要被审核方因加班超时而未遵守该原则。从2020年4月1日到审核当天的考勤表并且查看了5人的考勤显示5人月加班在所有月份中超36小时。比如以下抽样的三个月：在2020年4月3人最高加班时间是58小时。在2020年9月5人最大加班时间是66小时，在2021年3月5人最大加班时间是56小时。2020年9月平时加班为34小时，周末加班为32小时，员工的周工作时间为56小时。

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 208026] Audit Date: 09/04/2021 PA Score: B

Deadline date:08/07/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The Healthy and safety procedure was established in the factory. And the Health and safety training was provided for workers. Sufficient fire extinguishers and fire hydrants were installed and inspected monthly. The evacuation drills were conducted twice per year. Plans, reports, attendance records and photos were reviewed. Evacuation routes were not blocked and evacuation plans were posted at each floor. Emergency light and exit were installed properly and inspected regularly. Enough first aiders were provided in the factory and first aid kit was provided in every workshop. Accident procedure was established and no accident occurred in the factory, through worker interview, workers knew the accident procedure and management knew how to handle with emergency situation according the procedure. Clean portable water was provided to workers. Neither transportation nor accommodation was provided in the factory. However, there were still some gaps in implementation:

工厂已经建立了健康与安全程序文件。并且健康与安全的培训已提供给员工。足够的灭火器并且消防算每月进行检查。消防演习一年进行两次。演习计划，报告，签到记录和照片都有提供。疏散通道没有被堵并且疏散图在每一层都有张贴。应急灯和安全出口正确安装并且定期检查。工厂有足够的急救员，每个车间都配置了急救药箱。工伤程序文件已提供，并且工厂未出现过工伤，通过员工访谈，员工了解工伤程序并且管理层知道依据工伤程序来处理紧急情况。提供干净可饮用的水给员工。工厂没有提供宿舍，没有交通工具。但是，在实践中仍然存在一些偏差：

7.1 - The main auditee partially respected this principle because the factory had appointed a senior manager who had received relevant training to responsible for the management of OHS and updating the laws and regulations, but findings were raised about the risk assessment and the management of machines.

主要被审核方部分遵守该原则，因为工厂在健康安全管理方面缺乏检查，致使这个模块存在问题。

7.2 - The main auditee did not respect this principle because the factory did not provide work-related injury insurance to sufficient workers. Total 43 employees in the factory, based on the social insurance records, it was noted that the factory just provided work-related injury insurance to 11 (25.58%) workers. The factory did not purchase the commercial insurance workers.

主要被审核方因为没有给足够的员工购买工伤保险而未遵守该原则。工厂有43个人，通过查看社保记录显示，工厂仅为其中的11（25.58%）人买了工伤保险。工厂没有给其他员工购买了商业保险。

7.3 - The main auditee partially respected this principle because the factory conducted OHS (such as post and infectious disease, etc.) risk assessment, but the factory did not arrange occupational health check for workers who exposed to glues and edge oil.

主要被审核方部分遵守该原则，因为工厂进行了职业健康安全（如岗位，传染病等）风险评估，但是工厂未接触到胶水和边油的员工安排职业健康体检。

7.6 - The main auditee partially respected this principle because rubber gloves were provided to the gluing workers, but 1 gluing worker did not wear the mask correctly.

主要被审核方因为有为给刷胶员工提供橡胶手套和活性炭口罩，但是有1名刷胶员工工作时没有正确佩戴口罩而部分遵守该原则。

7.11 - The main auditee partially respected this principle. Because the factory provided the elevator annual inspection report and the Fire Safety Certificate of the production building for review, but the factory did not provide the Building Structure Safety Certificate.

被审核方部分遵守该原则。因为工厂提供了电梯年检报告和生楼的消防验收报告，但是工厂未提供建筑竣工验收报告。

7.17 - The main auditee partially respected this principle. Because the special sewing machines in the factory were all installed with the needle guards, but the flat machines in the factory were not correctly installed with the finger protector.

被审核方部分遵守该原则。因为工厂的特种针车均安装了挡针板，但是工厂的平车没有正确地安装护指器。

7.22 - The main auditee partially respected this principle. Because tissues or hand sanitizers were not available in the restrooms, but the toilets were male and female.

被审核方部分遵守该原则。因为工厂没有在洗手间提供纸巾和洗手液，工厂的厕所所有区分男女。

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 208026] Audit Date: 09/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The recruiting procedure 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 According to interview with HR specialist, HR specialist knew the skills of asking workers' experience and ages when he had any doubt of workers' ID card or age. The auditee understood the relevance of stakeholders like local government agencies, its customer and the BSCI, etc. who could report, involve and follow in cases of rescue of children who are found. No child labor in the factory.

工厂制定了招聘政策，规定工厂招聘员工的年龄不低于16岁。根据人事专员的访谈，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。公司了解如果其使用童工，其相关方包括当地政府，客户，BSCI会受到影响，同时公司需要向其相关方报告童工及其解救进展。工厂没有发现童工。

Remarks from Auditee:

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 208026] Audit Date: 09/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The factory had established procedure on young workers protection including working time, training on lodge a grievance and OHS, health examination and adequately protected against any harmful working condition - potential or actual for young workers. Also conducted OHS risk assessment and related action plan considered to young workers. No young worker hired by the auditee. The youngest worker was born in 2001 and joined the factory 2020.

工厂建立了未成年工的保护程序，规定了有关的工作时间，有关投诉和健康安全的培训，未成年工体检，以及哪些岗位不能安排未成年工。并且公司针对未成年工的健康与安全风险进行评估，并识别可能的保护措施。被审核方没有未成年工。最年轻的员工是在2001年出生并且是在2020年入职。

Remarks from Auditee:

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 208026] Audit Date: 09/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The factory established human resource management procedures which regulated the standard of recruitment, remuneration, hours of work, disciplinary measures, promotion, trainings, termination of employment. As per interviewed workers, they all stated that they had understandable information of the factory before entering into employment. The factory signed labour contracts with employees within one month of recruitment according to legal requirement. The auditee did not use temporary job arrangements to cover workloads that lack pre-determined end dates.

工厂建立了人力资源管理程序，涵盖了人员招聘，薪资，工时，奖惩，晋升，培训，解除合同等各方面的规定。根据员工访谈，工人在应聘进入工厂前就对工厂各方面信息有了了解。工厂在员工入职一个月与员工签订了劳动合同。没有采取雇佣临时工来完成长期任务的情况。

Remarks from Auditee:

Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 208026] Audit Date: 09/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The policy on anti-forced labor was established. During plant tour, it was observed that workers were working without pressure. Disciplinary measures were all reasonable: Verbal warning, warning letter and termination. Workers had the right to leave work and freely terminate their employment, provided that reasonable notice is given to the employer, and factory did not detain the wage of workers.

工厂制定了反强迫劳动的政策。通过现场的走访，工人是在无压力的情况下工作的。惩戒措施也是合理的：口头警告，警告信和终止合同。如按厂方的要求给予了合量的通知期，员工能够自由离开和终止他们的合同，并且工厂不会扣押员工的工资。

Remarks from Auditee:

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 208026] Audit Date: 09/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The factory had established an environmental policy, the solid waste was handled properly by local Environmental station. The factory had very few of noise from sewing machine. Storm water and living waste water were discharged properly. During plant tour, it was found waste was not dumped in natural environments or burned on open fires. The factory signed contract with qualified hazardous waste transferring vendor and transferred hazardous waste to qualified vendor.

工厂建立了环保政策，固体废物已由当地环保站处理。工厂有来自车缝机器极少的噪音。雨水和生活废水已经被正确的排放。通过现在现场走访发现废弃物不是倾倒在自然环境中，或者在明火燃烧。工厂同资质的危险废弃转移单位签订了合同，并且转移危险废弃物到资质的代理商。

Remarks from Auditee:

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 208026] Audit Date: 09/04/2021 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> Nil	
<u>AREAS OF IMPROVEMENT:</u> The factory had established anti-corruption, extortion or bribery policy and management were aware of the severity of these unethical behaviors. The training about ethical business behavior was provided for the management and workers. Based on onsite observation and the provided documents/ records, the factory provided consistent information for this audit and no non-ethical behavior was observed. 工厂建立了反腐败，勒索和贿赂的政策并且管理层制定这些不道德行为的严重性。管理人员和工人进行商业道德的培训。根据现场观察和所提供的文件/记录，工厂在审核中提供一致性的信息。当前审核没有发现不道德商业行为。	
<u>Remarks from Auditee:</u>	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	09/04/2021	208026	D	A	A	A	B	D	B	A	A	A	A	A	A	C

Producer Photos



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



Photo of fire safety equipment
fire fighting facilities.JPG



Photo of the inside of the main production hall
edge oiling.JPG



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



Photo of fire safety equipment
hydrant test.JPG



Photo of the inside of the main production hall
finished goods.JPG



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



Photo of non-conformity
no toilet paper or liquid soap.JPG



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



Photo first aid facilities
eye washer.JPG

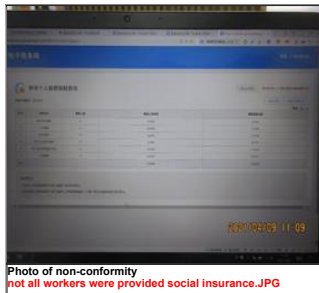


Photo of non-conformity
not all workers were provided social insurance.JPG



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



Photo first aid facilities
first aid kit.JPG



Photo of non-conformity
the finger protector was installed too high.JPG



Photo of the inside of the main production hall
raw materials.JPG



Photo of chemical storage room (if applicable)
chemicals with secondary containment_safety label and MSDS.JPG



Photo of non-conformity
worker did not wear PPE correctly.JPG



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



Photo of fire safety equipment
emergency exit.JPG



Photo of non-conformity
working hours exceeded legal.jpg



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



Photo of fire safety equipment
emergency light test.JPG



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



Photo of the personal protection equipments (if applicable)
PPE for workers.JPG



Photo of fire safety equipment
evacuation plan.JPG



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



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



Photo of fire safety equipment
evacuation sign.JPG



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



Photo of the sanitary facilities
potable water.JPG



Photo of fire safety equipment
fire alarm test.JPG