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Auditee :	<b>DANYANG NQ SPORTS AND FITNESS CO., LTD</b>
Audit Date From :	<b>25/11/2019</b>
Audit Date To :	<b>25/11/2019</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>TUEV Rheinland</b>
Auditor's Name(s) :	<b>Michael Sun(Lead)</b>
Auditing Branch (if applicable) :	<b>TUV Rheinland China</b>

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This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
Access [www.bsciplatform.org](http://www.bsciplatform.org), for entitled users only.

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This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

## Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"><li>Minimum 7 Performance Areas rated A</li><li>No Performance Areas rated C, D or E</li></ul> These are three examples: <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>A</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	A	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	A	B	B	B	B	B																													
<b>B</b> <b>Good</b>	<ul style="list-style-type: none"><li>Maximum 3 Performance Areas rated C</li><li>No Performance Areas rated D or E</li></ul> These are three examples: <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																													
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"><li>Maximum 2 Performance Areas rated D</li><li>No Performance Areas rated E</li></ul> These are three examples: <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																													
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"><li>Maximum 6 Performance Areas rated E</li></ul> These are three examples: <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																													
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"><li>Minimum 7 Performance Areas rated E</li></ul> These are three examples: <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																													
<b>Zero Tolerance</b>	A Zero Tolerance Issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

**Main Auditee Information**



Name of producer :	DANYANG NQ SPORTS AND FITNESS CO., LTD		
DBID number :	396359		
Audit ID :	168529		
Address :	FANGXIAN INDUSTRIAL PARK, DANYANG CITY		
Province :	Jiangsu	Country :	China
Management Representative :	Xiaoyue TANG		
Contact person:	Xiaoyue TANG	Sector :	Non-Food
Industry Type :	Sports equipment and sportwear	Product group :	other sport equipment (please specify)
Product Type :	Resistance band, hip band		

## 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 : 25/11/2020

## 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	C	A

## Executive summary of audit report

The auditee was located at FANGXIAN INDUSTRIAL PARK, DANYANG CITY, JIANGSU, CHINA / 中国江苏省丹阳市访仙镇工业园. Total 6 buildings were within boundary owned by landlord. One 1-storey building was used by one company for stove manufacturing. Two 1-storey building was used by one company for medical equipment manufacturing. One 3-storey building was used by one company for spectacle case manufacturing. One 1-storey building(two rooms were used as office by auditee) was used as canteen and dormitory by the company(spectacle case). One 3-storey building(approx. 5200m<sup>2</sup>) was used as production and warehouse. They had independent business license and had no worker was shared with auditee. Neither canteen nor dormitory was provided by auditee. The auditee was specialized in resistance band, hip band manufacturing and the main production processing included: mixing, dipping, drying, washing, cutting, silk-screen printing, inspection and package. No production subcontractor was used and all employees were hired directly by auditee. No obvious peak season for production. The audit was conducted smoothly such as auditor could take photos onsite and independent meeting room was provided for workers interview. The onsite CAP was signed by auditee representative after closing meeting without opposed comment. amfori BSCI COC and poster were posted onsite. No trade union in the auditee and no discrimination case was found. No child labor or young worker was used in the auditee. Labor contract was signed between auditee and employees. No force labor, prison labor or human trafficking was observed. Anti-bribery and anti-corruption procedure was established.

1. Agency labour contract was not reviewed as no agency was used. No contractor license/permit was reviewed as no contractor was used during audit period. The auditee had not got any government waiver. The auditee had no collective bargaining agreement. No any environmental permit or license was required in the auditee. No security guard was used and the door was locked by management after work.

2. Auditor's name: Michael Sun. APSCA registration number: 21701859.

## Ratings Summary



Auditee's background information			
Auditee's name :	<b>DANYANG NQ SPORTS AND FITNESS CO., LTD</b>	Legal status :	<b>Limited company</b>
Local Name :	丹阳恩科健身器材有限公司 (91321181MA1NK0JD67)	Year in which the auditee was founded :	<b>2017</b>
Address :	<b>FANGXIAN INDUSTRIAL PARK,</b>	Contact person (please select) :	<b>Xiaoyue TANG</b>
Province :	<b>Jiangsu</b>	Contact's Email :	<b>Jessica@nqfit.cn</b>
City :	<b>DANYANG CITY</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>N/A</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>www.nqfit.cn</b>
GPS coordinates :	<b>E119°42'26", N31°58'56"</b>	Total turnover (in Euros) :	<b>2500000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>80.00</b>
Industry :	<b>Sports equipment and sportwear</b>	Of which domestic market % :	<b>20.00</b>
If other, please specify :		Production volume :	<b>1200000 sets / year</b>
Product Group :	<b>other sport equipment (please specify)</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :	<b>Resistance band, hip band</b>	Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>Resistance band, hip band</b>		

Auditee's employment structure at the time of the audit		
Total number of workers :	<b>44</b>	Total number of workers in the production unit to be monitored (if applicable) : <b>0</b>
	MALE WORKERS	FEMALE WORKERS
Permanent workers	<b>21</b>	<b>23</b>
Temporary workers	<b>0</b>	<b>0</b>
In management positions	<b>2</b>	<b>1</b>
Apprentices	<b>0</b>	<b>0</b>
On probation	<b>0</b>	<b>0</b>
With disabilities	<b>0</b>	<b>0</b>
Migrants (national citizens)	<b>5</b>	<b>4</b>
Migrants (foreign citizens)	<b>0</b>	<b>0</b>
Workers on the permanent payroll	<b>21</b>	<b>23</b>
Production based workers	<b>0</b>	<b>0</b>
With shifts at night	<b>0</b>	<b>0</b>
Unionised	<b>0</b>	<b>0</b>
Pregnant	<b>-</b>	<b>0</b>
On maternity leave	<b>-</b>	<b>0</b>

**Finding Report****Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 168529] Audit Date: 25/11/2019 PA Score: D

Deadline date:31/10/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

Factory had established social compliance management policies, procedures, manuals and organization structure to implement amfori BSCI code of conduct. Min ZHOU / Factory director was appointed to be responsible for the implementation of amfori BSCI values and principles in the operation of the company. Company has communicated the social compliance code with its significant suppliers by providing the copy of amfori BSCI code of conduct to them.

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amfori BSCI行为规范，任命了周敏/厂长负责该行为准则的实施。工厂将amfori BSCI行为准则发送给了其重要供应商并在遵守行为准则方面进行了沟通。

- 1.1 -** It was noted that the factory had established CSR management procedures according to amfori BSCI Code of Conduct. But as NC findings had been cited in PA5(Social insurance), PA6(overtime working hours) and PA12(environment protection), it showed that the auditee had not set up an effective management system to implement the amfori BSCI Code of Conduct at present. The factory had no mechanism and method to monitor working overtime hours according to amfori BSCI requirement. Interviewed workers did not know how whether the factory had control overtime hour plan and they worked overtime voluntary.

评估中发现工厂依据amfori BSCI行为守则建立了社会责任管理程序。但是在PA5(社保), PA6(加班时间)和PA12(环境保护)有不符合项,说明工厂在目前尚未建立一个有效的管理体系来实施amfori BSCI行为守则。工厂没有机制和方法去按照amfori BSCI的要求加班时间。被访谈员工不了解工厂是否有计划控制加班时间,他们加班是自愿的。

- 1.4 -** It was noted that the factory had production cost calculation procedure but did not provide the calculation related records for review, it did not implement effectively which caused workers had excessive overtime since Nov. 2018. The factory management claimed that they had not considered the overtime hours when made production plan and workers wanted to have more overtime work to get more wage.

评估中发现工厂建立成本核算的程序文件,但没有提供相关的记录,且没有有效的实施导致员工从2018年11月份以来有过量加班。管理层表示工厂在制定生产计划时没有考虑到加班时间且工人想有更多的加班以获得更多的工资。

**Remarks from Auditee:**

None

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 168529] Audit Date: 25/11/2019 PA Score: A

Deadline date:31/01/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

- 2.4 -** It was noted that the training effectiveness of amfori BSCI COC was poor. The training record provided indicated they were trained on Sep. 06, 2019. But 4 out of 8 interviewees were not aware of basic requirement of amfori BSCI such as what child labor and young worker was etc..

评估中发现针对amfori BSCI行为守则的培训效果不好,培训资料显示他们于2019年9月6日受过相关内容的培训了,但被访谈8名员工中的4名员工对amfori BSCI的基本内容例如童工和未成年工等并不清楚。

**Remarks from Auditee:**

None

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

Full Audit [Audit Id - 168529] Audit Date: 25/11/2019 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

None

**Remarks from Auditee:**

None

**Performance Area 4 : No Discrimination**

Full Audit [Audit Id - 168529] Audit Date: 25/11/2019 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

None

**Remarks from Auditee:**

None



**Performance Area 5 : Fair Remuneration**

Full Audit [Audit Id - 168529] Audit Date: 25/11/2019 PA Score: B

Deadline date:31/10/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

Production workers were paid at hourly rate in cash before the 15th of the following month. According to payroll and attendance records, it was noted that the minimum wages paid to employees was RMB 12.65 per hour, which was above the local requirement of RMB 11.61 per hour=RMB2020/21.75/8 since Aug. 2018. The minimum wage notices was posted on site. Working experience and departments would influence employees' wage. Satisfactory evidence proves that employees were compensated 150% and 200% of their regular wage for overtime work conducted on regular working days and rest days. And no overtime work was conducted on statutory holidays.

员工每个月15号以现金的形式发工资。根据工厂的工资和工时记录，员工最低工资12.65/小时，高于2018年8月份开始的当地的最低工资标准11.61/小时=2020元/21.75/8。最低工资的要求张贴在现场。员工的工资与工作经验有关。充分的证据显示，员工周末加班获得正常工资的200%，平时加班为正常工资的150%。没有安排法定假日加班。

- 5.5 -** It was noted that total 44 employees included 14 workers(not required for social insurance as per law requirement) retired back to work and no new worker, 30 workers should buy social insurance. The factory did not provide social insurance(endowment insurance, medical insurance, unemployment insurance, maternity insurance and work-related injury insurance) for all 30 employees who should buy social insurance. The factory management claimed that most employees had participated in local agricultural insurance and they did not want to pay social insurance. Interviewed workers knew social insurance should be provided and it was voluntary for choice. (Law and Regulation: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44 and 53. Remark: commercial group insurance valid from Jun. 14, 2019 to Jun. 13, 2020 was provided for all workers.

评估中发现共44名员工中包括14名退休返聘人员（根据法规要求不需要缴纳社保）且无新进工人，30名员工应该购买社会保险。工厂没有给30名应该缴纳社会保险的员工缴纳社会保险（养老、医疗、失业、生育和工伤保险）。管理层表示大多数员工都购买了当地农业保险，不愿意缴纳社会保险。被访谈员工知道应该缴纳社保且自愿选择。（参考法律法规《中华人民共和国社会保险法》第十条、二十三条、三十三条、四十四条、五十三条）。备注：有效期从2019年06月14日至2020年06月13日的商业团体险已经提供给了所有员工。

**Remarks from Auditee:**

None

**Performance Area 6 : Decent Working Hours**

Full Audit [Audit Id - 168529] Audit Date: 25/11/2019 PA Score: D

Deadline date:31/10/2020

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The factory made a policy of working hours system and controlled working hours. According to the policy and implementation records, workers worked 8 hours (7:30-11:30, 12:30-16:30) per day, 5 days per week. Workers sometimes worked 2 hours on weekday from 17:30 to 19:30; workers sometime worked overtime 8 hours on Saturday; and at least rested on Sunday. The factory used fingerprinting machine to record the working hours. 8 workers' attendance records from Nov. 2018 to audit date were selected for review. The maximum daily overtime was 2 hours, the maximum weekly overtime was 18 hours, the maximum overtime was 84 hours per month. Workers can take a rest during the work time when they felt tired.

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(7:30-11:30, 12:30-16:30)，每周5天。员工偶尔晚上加班2小时从17:30至19:30，周六有时上班，周日休息。8名员工考勤记录从2018年11月份至审核日进行了查阅，员工最大日加班为2小时，周加班为18小时，最大的月加班为84小时每月。员工在工间如果觉得疲惫，可自由选择休息几分钟。

- 6.2 -** It was noted that the factory had established written procedure regarding working time management but it did not implement effectively, as claimed by Mr. Zhou the responsible person for attendance recording that the working hour record system could not alert when overtime near or over the limit. The interviewed workers claimed that work overtime would be informed by the supervisor and it was voluntary. The attendance records from Nov. 2018 to audit date were provided for review, 8 sampled workers' monthly OT hours had exceeded 36 hours in 3 sampled months. Maximum monthly overtime were 84 hours in Aug. 2019. (Laws and Regulations: China Labor Law, Article 41) (1) Through reviewing the attendance records in Dec. 2018, 8 selected employees' monthly overtime hours were 82 hours; (2) Through reviewing the attendance records in Aug. 2019, 8 selected employees' monthly overtime hours were 84 hours; (3) Through reviewing the attendance records in Oct. 2019, 8 selected employees' monthly overtime hours were 60 hours; Remark: the maximum overtime was arranged for workers from Nov. 01, 2019 to Nov. 24, 2019 were 64 hours.

评估中发现工厂已经建立了书面的工作时间管理程序但没有有效的实施，考勤负责人周先生表示考勤系统没办法预警当其加班时间快超过或已经超过要求时。被访谈员工会得到主管通知进行加班且加班是自愿的。2018年11月至审核日的考勤记录提供查阅，8名抽样员工月加班时间在抽样3个月都超过了36个小时，最多月加班在2019年8月份达到了84个小时。（参考法律法规：《中华人民共和国劳动法》第41条）。(1)通过查阅2018年12月8名抽样员工考勤显示月加班82小时；(2)通过查阅2019年08月8名抽样员工考勤显示月加班84小时；(3)通过查阅2019年10月8名抽样员工考勤显示月加班60小时；备注：从2019年11月01日至2019年11月24日工人最多的加班的时间为64个小时。

**Remarks from Auditee:**

None

## Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 168529] Audit Date: 25/11/2019 PA Score: A

Deadline date:31/10/2020

### GOOD PRACTICES:

None

### AREAS OF IMPROVEMENT:

The factory had documented health and safety management procedures and manuals. Relevant implementation records including risk assessment document, health and safety training evidence, fire and evacuation drill log, fire device check records were provided for review. During onsite walk through, it was noted that the facility premise was structurally safe as there was no visible defect found during the audit. Factory floors were found organized and clean during the audit. Emergency exits were provided and marked legibly for easy evacuation during emergencies. Fire alarms were installed. Drinking water was provided free of charge. During site tour it was noted that working environment with respect to lighting of the factory was acceptable. The company had provided required personnel protective equipment (PPE) to workers where it was needed free of charge. Firefighting equipment were provided and maintained through regular checks. Evacuation plans were posted inside plant and emergency lights were installed at all of the designated places of the production floor and staircase. The factory had 2 trained first aid personnel. There was a medical agreement with a local hospital by the management for the workers. First aid kits were provided in case if it was required by any employee in-side the production floor. Sufficient number of toilets were provided separately for male and female workers. No canteen, dormitory or transportation was provided for workers.

工厂建立了健康安全程序文件和执行手册。岗位风险评估, 健康安全培训, 消防和疏散演习, 消防器材点检等相关记录均提供并进行了查阅。在生产现场发现工厂厂房结构安全, 无明显缺陷。生产车间干净整洁。有足够的安全出口且进行了标识。在现场安装了火警警报铃。现场有免费的饮用水。工厂给员工免费提供了必须的劳保用品, 消防设施齐全并进行了日常维护, 消防逃生平面图有张贴在现场, 在车间和楼梯间必要的位置均安装了应急灯。工厂共有2名合格的急救人员, 并与附件医院签订了医疗急救协议。现场有足够数量的男女厕所。没有给工人提供餐厅、宿舍或者交通。

**7.1 -** It was noted that no pre-job, on-job and post-service occupational diseases examination for workers exposed to occupational hazards, for example, workers exposed to dust in mixing area and chemical in silk-screen printing area. The factory did not conduct it as consideration of cost control. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.

评估中发现工厂未能提供职业病危害工种的人员的岗前、岗中和离岗体检报告。比如配料区域接触粉尘和丝印区域接触化学品的工人。工厂没有做是出于成本的控制。参考法律法规: 《中华人民共和国职业病防治法》第三十五条。

**7.7 -** (1)It was noted that partial chemical containers were missing relevant labels, such as sodium hypochlorite in the using area. MSDS was available. Reference Law: Regulations on Safety Use of Chemicals in Workplaces, Article 12. (2)It was noted that no anti-leakage facility was provided to sodium hypochlorite and printing ink in using area. The factory had established written procedure for chemical management. Reference Law: Regulation for Safety of Hazardous Chemical, Article 20.

(1)评估中发现部分化学品容器没有相应标识, 如使用区域的次氯酸钠容器。物质安全数据表已经提供。参考法律法规: 《工作场所安全使用化学品规定》, 第十二条 (2)评估中发现没有给使用区域的次氯酸钠和油墨提供防泄漏措施, 工厂已经建立了书面的化学品管理程序。参考法律法规: 《危险化学品安全管理条例》第二十条

**7.11 -** (1) It was noted that the factory could not provide building construction completion inspection report or construction structure safety inspection report for one 3-storey used production building(approx. 5200m<sup>2</sup> completed in 2013) for review. The factory management claimed that the landlord did not provide it for them. Reference law: PRC Construction Law Article 61 (2) It was noted that the factory could not provide fire safety certificate or report for one 3-storey used production building(approx. 5200m<sup>2</sup> completed in 2013) for review. The factory management claimed that the landlord did not provide it for them. Reference law: PRC Fire Prevention Law article 11 and Article 13

(1)评估中发现工厂无法提供1栋三层在用的生产建筑物的建筑竣工验收报告或者结构安全合格的证明(大约5200平方米建成于2013年)供查阅。管理层表示房东未提供。参考法律法规: 《中华人民共和国建筑法》第六十一条 (2)评估中发现工厂无法提供1栋三层在用的生产建筑物的消防安全的证明或者报告(大约5200平方米建成于2013年)供查阅。管理层表示房东未提供。参考法律法规: 《中华人民共和国消防法》第十一条、第十三条

**7.17 -** It was noted that 3 cutting machine in the workshop were not equipped with pulley guard in the looping workshop. No any related work injury happened. Reference law: General rules of design on health and safety of production facility (GB5083-1999), Article 6.1.2

评估中发现车间3台切割机未安装皮带防护罩。没有发生过相关的工伤。相关法律法规: 《生产设备安全卫生设计总则 (GB5083-1999)》, 6.1.2

### Remarks from Auditee:

None

## Performance Area 8 : No Child Labour

Full Audit [Audit Id - 168529] Audit Date: 25/11/2019 PA Score: A

Deadline date:

### GOOD PRACTICES:

None

### AREAS OF IMPROVEMENT:

None

### Remarks from Auditee:

None

## Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 168529] Audit Date: 25/11/2019 PA Score: A

Deadline date:

### GOOD PRACTICES:

None

### AREAS OF IMPROVEMENT:

None

### Remarks from Auditee:

None



Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 168529] Audit Date: 25/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> None	
<b>Remarks from Auditee:</b> None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 168529] Audit Date: 25/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> None	
<b>Remarks from Auditee:</b> None	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 168529] Audit Date: 25/11/2019 PA Score: C	Deadline date:31/10/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory had established environmental protection management procedure. Supplier control policy regarding environmental protection was defined and implemented. The facility has set up procedures to improve the environmental and work condition according to amfori BSCI code of conduct. The factory used tap water supplied by local water plant which was under the supervision of local government. No environment licence permit was required in the factory. 工厂建立了环境保护相关管理制度以及供应商环境保护管理制度。同时根据amfori BSCI行为准则制定了改进环境和工作条件的规定。工厂使用市政自来水。工厂不需要获得环境许可证书。</p> <p><b>12.1 -</b> (1)It was noted that the factory had obtained Environmental Impact Assessment Report and Environmental impact Assessment approval issued in 2017 for review. But it did not include the silk-screen printing processing. Reference law: Law of the People's Republic of China on the Environmental Impact Assessment Article 16 and 22. Remark: as claimed by factory management that they started to use silk-screen printing processing since 2018. (2)It was noted that the factory had not obtained the environmental protection acceptance check report for their completed construction project. (Laws and Regulations: the Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17 (1)评估中发现工厂已经于2017年取得环境影响评估报告表及其批复,但没有包括丝印工序。参考法律法规:《中华人民共和国环境影响评价法》第16和22条 备注:管理层表示从2018年开始使用丝印工序。(2)评估中发现工厂没有提供其建设项目竣工环境保护验收报告。参考法律法规:《建设项目竣工环境保护验收管理办法》第十七条</p> <p><b>12.4 -</b> (1)It was noted that the factory did not provide inspection report of waste air generated from silk-screen printing and drying process. Reference Law: Measures for the Administration of Environmental Surveillance , Article 21 (2)It was noted that the hazardous wastes, including waste ink container which generated from silk-screen printing processing. The wastes were submitted to local collector which did not have relevant qualification. (Laws and Regulations: China Solid Waste Pollution Prevention Law, Article 57) (1)评估中发现工厂未提供丝印和烘干工序产生的废气的监测报告。参考法律法规:《环境监测管理办法》第21条 (2)评估中发现工厂印刷工序产生的废油墨桶都交给当地的收购商处理,但是不能提供相关的资格证明。(参考法律法规:《中华人民共和国固体废物污染环境防治法》第57条)</p> <p><b>12.5 -</b> It was noted that the factory didn't supervise its waste water (generated from washing and dipping processing) on periodic basis. Reference law:Measures for the Administration of Environmental Surveillance , Article 21 评估中发现工厂没有定期监测其(清洗和浸胶工序产生)废水的排放。参考法律法规:《环境监测管理办法》第21条</p>	
<b>Remarks from Auditee:</b> None	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 168529] Audit Date: 25/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> None	
<b>Remarks from Auditee:</b> None	

## Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	25/11/2019	168529	D	A	A	A	B	D	A	A	A	A	A	C	A	C

**Producer Photos**



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



Photo of the inside of the main production hall  
Raw material area.JPG



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



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



Photo of the inside of the main production hall  
Silk screen printing.JPG

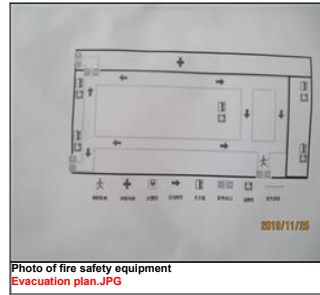


Photo of fire safety equipment  
Evacuation plan.JPG



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



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



Photo of fire safety equipment  
Fire alarm.JPG



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



Photo of the sanitary facilities  
Drinking water.JPG



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



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



Photo of the sanitary facilities  
Toilet.JPG



Photo of fire safety equipment  
Fire hydrant testing.JPG



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



Photo first aid facilities  
Eye washing facility.JPG



Photo of the code of conduct on display  
Posted amfori BSCI COC and poster.JPG



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



Photo first aid facilities  
First aid kit.JPG



Photo of non-conformity  
NC 5.2 Maximum monthly overtime were 84 hours in Aug.  
2019.JPG



Photo of the inside of the main production hall  
Finished goods area.JPG



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



Photo of non-conformity  
NC 7.17 The cutting machine in the workshop were not  
equipped with pulley guard.JPG



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



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



Photo of non-conformity  
NC 7.6 No label or anti leakage facility for chemical.JPG



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