
Auditee :	Hangzhou Jinmaiija Textile Co., Ltd.
Audit Date From :	08/08/2019
Audit Date To :	08/08/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Hank Wang Hank Wang(Lead)
Auditing Branch (if applicable) :	Intertek North East China



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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: A B B B B A A A A A A A A B B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
B Good	<ul style="list-style-type: none"> Maximum 3 Performance Areas rated C No Performance Areas rated D or E These are three examples: A A A A A A B B B B B B B B A A A A A B B B B B B B B C B B B B B B B B B B C C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E These are three examples: A A A A A A A A A C C C C C A A A A A B B B B C C C D C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
D Insufficient	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E These are three examples: A A A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E These are three examples: 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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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 :	Hangzhou Jinmaiija Textile Co., Ltd.		
DBID number :	382149		
Audit ID :	159454		
Address :	5F, Building No.4, No.26, Nangonghe Road, Yuhang District, Hangzhou City, Zhejiang Hangzhou		
Province :	Zhejiang	Country :	China
Management Representative :	He Guofen		
Contact person:	Guofen He	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Apparel		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 08/08/2020	

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	C	D	A	A	A	A	A	A	A

Executive summary of audit report

1. Hangzhou Jinmaiija Textile Co., Ltd. was located at 5F, Building No.4, No.26, Nangonghe Road, Yuhang District, Hangzhou City, Zhejiang Province, China. The auditee was established in March 2011 and moved to current location since March 2017. It consisted of 5F of one 8-storey building for office, workshop and warehouse. No dormitory or canteen & kitchen was provided for employees. The production area was rent from Hangzhou Wanhua Industrial Co., Ltd. And the construction area was 1200 square meters. The other floors were used by other facilities, 1F was used by Zhejiang Puxing Motor services co., Ltd., 2F was the canteen of Industrial Park and managed by the Property Company of the industrial park, 3F was Hangzhou Shangtian Trade Co., Ltd. which was closed during audit day, 4F was used by Hangzhou Ruiqi Trade Co., Ltd., 6F was used by Hangzhou Gele Electric Co., Ltd. 7F and 8F was locked and not used. All above information was confirmed through facility tour and the tenancy contract was provided for review.

The building number on the outside wall of this building was No.1, and this building was constructed in name of No.4, so the address on the business license was No. 4 building. The auditee provided the statement of Hangzhou City Yuhang District Reginal Plan office for review.

2. The business license number is 9133011056879937XA

3. 13 months' and 8 days' (from July 1, 2018 to August 8, 2019) attendance records and 12 months' payroll records (from July 2018 to June 2019) were provided for review.

4. 8 samples were selected from June 2019 (current month), January 2019 (random month) and October 2018 (random month) respectively.

5. The peak month was not obvious in auditee.

6. The minimum wage was set as RMB 2010 per month equivalent to RMB 11.55 per hour (2010/21.75/8) since December 1, 2017.

7. According to the attendance records provided by the auditee:

1) In June 2019 (current month), the average number of hours worked in a week for all 8 selected samples were 53 hours (40 hours as normal weekly working hours and 13 hours as overtime hours per week). Maximum working hour per week was 54 hours (all 8 randomly selected employees).

2) In January 2019 (random month), the average number of hours worked in a week for all 8 selected samples were 60 hours (40 hours as normal weekly working hours and 20 hours as overtime hours per week). Maximum working hour per week was 60 hours (all 8 randomly selected employees).

3) In October 2018 (random month), the average number of hours worked in a week for all 8 selected samples were 53 hours (40 hours as normal weekly working hours and 13 hours as overtime hours per week). Maximum working hour per week was 54 hours (all 8 randomly selected employees).

8. Below documents were not uploaded because:

There are no contractors used by the auditee, which makes the contractor license/permit not applicable.

There are no agencies used by the auditee, which makes the agency labour contract not applicable.

There are no government waiver obtained by the auditee, which makes the government waivers not applicable.

There are no collective bargaining agreements set by the auditee, which makes the collective bargaining agreements not applicable.

9. Report writer: Hank Wang 21700343

10. The performance area 3, 4, 11 and 13 were not rated in the audit, because there was no finding in related performance area in previous audit.

Performance area 8: No Child Labour Auditor noted that the auditee does not engage in illegal child labour directly or indirectly, had established robust age-verification mechanisms as part of the recruitment process, which may not be in any way degrading or disrespectful to the worker, had adequate policies and procedures in writing toward protecting children from any kind of exploitation, had adequate and remedial policies and procedures to provide for further protection in case children are found to be working. No deviation was observed in this PA.

Performance area 9: Special protection for young workers The auditee had established the necessary mechanisms to prevent, identify and mitigate harm to young workers, and had sought to ensure young workers access to effective grievance mechanisms. No deviation was observed in this PA.

Ratings Summary



Auditee's background information			
Auditee's name :	Hangzhou Jinmaiija Textile Co., Ltd.	Legal status :	Limited company
Local Name :	杭州金迈嘉纺织品有限公司	Year in which the auditee was founded :	2011
Address :	5F, Building No.4, No.26, Nangonghe Road, Yuhang District, Hangzhou City, Zhejiang	Contact person (please select) :	Guofen He
Province :	Zhejiang	Contact's Email :	hgf@hzjmjz.com
City :	Hangzhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	www.hzjmjz.com
GPS coordinates :	120.251845,30.465937	Total turnover (in Euros) :	25260179.85
Sector :	Non-Food	Of which exports % :	50.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	50.00
If other, please specify :		Production volume :	8000-10000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Apparel		

Auditee's employment structure at the time of the audit		
Total number of workers :	77	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	12	65
Temporary workers	0	0
In management positions	3	7
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	3	30
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	12	65
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

1- Followup Audit [Audit Id - 159454] Audit Date: 08/08/2019 PA Score: D

Deadline date:31/12/2019

GOOD PRACTICES:

None observed 没有发现

AREAS OF IMPROVEMENT:

The auditee had set up a series of procedures and policies that states their mission, vision and objectives to match the amfori BSCI Code of Conduct and their dedication to comply with social responsibilities. The established procedures and records had included the overall social responsibility policies which consist of anti-discrimination, freedom of association, no child labor, protection for young workers, wages and benefits, working hours, occupational health and safety, environment protection, anti-corruption and etc.; appointment documents for amfori BSCI affair and various of training records such as legal requirements training, health and safety training and etc. And the auditee preformed internal audit and management review for CSR system once per year. The auditee had nominated one senior management, who had some understanding of amfori BSCI standards, for the establishment, implementation and maintenance of the amfori BSCI system. However, there were some findings in this performance area. Based on satisfactory evidence, the main auditee partially respected this principle.

被审核方建立了表明其使命、愿景和目标的且符合amfori BSCI行为准则和社会责任需要的程序和政策。建立的程序和政策包括总体的社会责任政策比如反歧视、自由结社、未成年工保护、工资和福利、工作时间、职业健康安全、环境保护、反腐败等，以及amfori BSCI事宜任命书，以及各种培训记录比如法规培训、健康安全培训等。被审核方每年定期进行社会责任体系的内审和管理评审。被审核方指定了一名对amfori BSCI要求有所了解的高级管理人员来负责amfori BSCI系统的建立、施行和维护。然而在此审核区域内还有一些发现点。基于令人满意的证据，被审核方部分尊重amfori BSCI的本条原则，原因是：

- 1.1 - Not corrected The auditee had set up some management procedures to implement the amfori BSCI Code of Conduct, but not all policies were properly implemented, such as some finding existed in some PA. It partially respected Performance area 1: Social Management System and Cascade Effect 1.1.
没有整改 被审核方建立了确保amfori BSCI COC有效实施的管理制度，但是不是所有制度都得以有效实施，比如一些PA存在问题点。这部分尊重绩效区域#1-社会责任管理体系及其级联效应1.1
- 1.4 - Not corrected The auditee did not evaluate its workforce capacity to meet the expectations of deliver order or contracts. It did not respect Performance area 1: Social Management System and Cascade Effect 1.4
没有整改 被审核方没有评估其生产能力是否可以满足其生产订单要求。尚未尊重绩效区域#1-社会责任管理体系1.4

Remarks from Auditee:

None

Full Audit [Audit Id - 130852] Audit Date: 09/08/2018 PA Score: D

Deadline date:31/12/2018

Good practices

None observed

Areas of improvement

The facility had set up some management procedures, but not all policies were properly implemented. Manager was appointed to ensure that the amfori BSCI values and their level of alignment with amfori BSCI COC. The facility also had a good overview of the significant business partners and their level of alignment with the amfori BSCI COC. The facility did not calculated the costs of the production and delivery times realistically (including labour costs) to ensure the workforce capacity was properly organized to meet the expectations of the delivery order and/or contracts. Based on satisfactory evidence, the main auditee partially respects this principle because:

企业建立了社会责任管理体系，但是不是所有制度都得以有效实施；企业指定了经理以确保遵循amfori BSCI价值和原则要求；企业对主要商业伙伴及其遵守amfori BSCI行为守则的水平有一个较好的理解，企业没有对生产成本(包括人力资源)和交货期进行核算以确保对人力资源合适的进行组织以达到交付订单和/或合同的预期要求。基于令人满意的证据，被审核方部分尊重该原则，原因如下

- 1.1 - The amfori BSCI management system and relevant procedure was established, the facility conducted regular internal audit to assess the implementation but not all procedures were implemented effectively, such as the excessive overtime hours, insufficient social insurance participation and etc. found in other PAs. It partially respects the Performance area 1.1 requirement.
企业建立了确保amfori BSCI COC实施的管理程序，并且定期进行的内部审核评估执行情况，但是不是所有制度都得以有效实施，比如在本次审核中仍发现在其他绩效区超时加班，没有全员参加社保等方面的违反项。这部分尊重绩效区域1.1
- 1.4 - The facility has not properly evaluated the capability to meet the expectations of the delivery order. There was excessive overtime hours issues found in this audit. It did not respect the Performance area 1.4
企业没有有效地评估其具体生产能力是否可以满足其生产订单要求，工作时间存在超过法律规定的加班情况。其尚未尊重绩效区域1.4

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 159454] Audit Date: 08/08/2019 PA Score: A	Deadline date:31/12/2019
GOOD PRACTICES: None observed 没有发现	
AREAS OF IMPROVEMENT: There were workers' representatives in the auditee and relevant election procedures and records were provided for review. amfori BSCI Code of Conduct was displayed on the notice board in the production area. The auditee periodically conducted internal communication meetings with workers and workers' representatives regarding workplace-related issues, and also had set up grievance mechanism which allowed workers to use the mechanism via suggestion box, workers' representatives or senior management directly. Satisfactory evidences had shown that workers knew the channels of reflecting their grievances. Based on satisfactory evidence, the main auditee partially respected this principle because: 被审核方选举了员工代表, 并提供了相关的选举程序和记录。amfori BSCI行为准则张贴在生产区域的公告栏内。被审核方周期性地和员工以及员工代表就工作现场的事宜进行沟通。同时, 建立了员工申诉机制, 允许员工通过意见箱、员工代表或者直接找管理者代表反映问题或者意见。充分证据表明员工知道申诉的渠道。但是在此评估区域还是有一些发现点。基于令人满意的证据, 被审核方部分尊重amfori BSCI的本条原则, 原因是: 2.4 - Not corrected Through document review, employee interview and management interview, auditor noted the auditee did not build enough competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation. It partially respected Performance area 2: Workers Involvement and Protection 2.4 没有整改 通过文件审核, 员工访谈和管理人员访谈, 审核员发现被审核方没有提供一些能力建设给管理层、员工和员工代表, 使他们能够很好的贯彻执行amfori BSCI行为准则。部分尊重绩效区域#2-员工保护 2.4	
Remarks from Auditee: None	
Full Audit [Audit Id - 130852] Audit Date: 09/08/2018 PA Score: A	Deadline date:31/12/2018
<u>Good practices</u> None observed	
<u>Areas of improvement</u> The facility has conducted meetings periodically with workers representatives to communicate workplace issues and employees also could report to management orally. The facility set the detail long term goals to protect employees. The rights were communicated to employees through labor contracts and facility policy. Suggestion box were installed in the facility and grievance procedure was established in the facility. According to employee interview, the employees did not know amfori BSCI requirement. Based on satisfactory evidence, the main auditee partially respects this principle because: 企业和员工代表定期召开会议来沟通工作中的问题, 员工也可以口头向管理层汇报问题。企业建立的保护员工利益的具体的长期目标。员工权益在劳动合同和企业相关政策里有规定并传达给员工。企业安装了意见箱, 并建立了申诉制度。通过访谈和记录查看, 员工不了解amfori BSCI的要求。基于令人满意的证据, 被审核方部分尊重该原则, 原因如下: 2.4 - facility has provided the training records on the amfori BSCI requirement to workers, but the facility did not build sufficient competence among workers, through employee interview, they were not aware of amfori BSCI very well. It partially respects the Performance area 2.4 requirement. 企业提供了培训记录显示为员工提供了关于amfori BSCI 要求的培训, 但是没有为工人提供足够的能力建设, 通过员工访谈, 工人不了解amfori BSCI 要求。其部分尊重绩效区域2.4 要求。	
Remarks from Auditee	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 159454] Audit Date: 08/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Not rated 没有评估	
AREAS OF IMPROVEMENT: Not rated 没有评估	
Remarks from Auditee:	
Full Audit [Audit Id - 130852] Audit Date: 09/08/2018 PA Score: A	Deadline date:
<u>Good practices</u> None observed	
<u>Areas of improvement</u> None observed 未发现不符	
Remarks from Auditee	

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 159454] Audit Date: 08/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Not rated 没有评估	
AREAS OF IMPROVEMENT: Not rated 没有评估	
Remarks from Auditee:	
Full Audit [Audit Id - 130852] Audit Date: 09/08/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
None observed 未发现不符	
<u>Remarks from Auditee</u>	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 159454] Audit Date: 08/08/2019 PA Score: C	Deadline date:31/12/2019
GOOD PRACTICES: None observed 没有发现	
AREAS OF IMPROVEMENT: The auditee had made its own regulations and rules on wages and benefits based on the legal requirements and amfori BSCI Code of Conduct. As per sampled payroll and attendance records, it was found that the lowest basic wage among samples was higher than the local minimum wage and the auditee paid 150% and 200% of regular wage rate for overtime hours on weekdays and rest days to workers, which were in compliance with legal requirements. The auditee paid wages on time per month for the preceding month and pay slips were also provided to workers each month. No monetary fines or other illegal deductions were detected in payroll records. Based on satisfactory evidence, the main auditee partially respected this principle because: 被审核方基于法律规定和规则以及amfori BSCI行为守则制定了工资和福利制度。根据所抽样员工的工资和考勤记录发现,在抽样人员中最低的工资比当地最低工资标准高,被审核方在工作日加班和周末加班会支付正常工资的150%和200%作为加班费。被审核方每月准时发放工资且有工资条提供。在工资表中没有发现罚款或者其他非法扣款。基于令人满意的证据,被审核方部分尊重amfori BSCI的本条原则,原因是:	
5.4 - Not corrected Auditee did not identify the living cost of the workforce in the region, gap between actual remuneration and fair remuneration and potential actions to fill the gaps. It did not respect Performance area 5: Fair Remuneration 5.4 没有整改 被审核方尚未识别劳工在所在地区的生活成本,实际薪酬和公平薪酬的差距以及满足差距的可能措施。没有尊重绩效区域#5公平报酬5.4	
5.5 - Not corrected Insufficient social insurance participated. Auditor reviewed the latest 12 months' social insurance documents. According to social insurance receipt of June 2019, auditor found that there were total 77 employees on site, including 74 regular employees and 3 retired employees. While 7 out of 74 (9%) regular employees had not participated in basic endowment insurance, basic medical insurance, unemployment insurance, maternity insurance and employment injury insurance. Through employee interview, they stated that they did not want to participate in social insurance because it would reduce their income. It did not respect amfori BSCI Code of Conduct 5.5 and did not comply with requirement of Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state. 没有整改 社会保险参保不足。审核员查看了最近12个月社保资料。通过2019年6月的社保收据,审核员发现被审核方的共77名员工,74名正常员工,3名退休。但是74名正常员工中7名(9%)没有参加养老保险,医疗保险,生育保险,失业保险和工伤保险。通过员工访谈,他们表示自己不愿意参加保险,因为会减少他们的收入。没有尊重amfori BSCI Code of Conduct 5.5,且尚未符合《中华人民共和国社会保险法》第十条,职工应当参加基本养老保险,由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险,由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险,由用人单位缴纳工伤保险费,职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险,由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险,由用人单位按照国家规定缴纳生育保险费,职工不缴纳生育保险费。	
Remarks from Auditee: None	
Full Audit [Audit Id - 130852] Audit Date: 09/08/2018 PA Score: C	Deadline date:31/12/2018
Good practices None observed	
Areas of improvement 1. Complete payroll records from July 2017 to June 2018 were reviewed. 2. The minimum wage were RMB 2010 per month (RMB 11.55 per hour) since December 1, 2017 and RMB 1860 per month (RMB 10.69 per hour) before December 1, 2017. The lowest regular wages provided by the facility were RMB 2010 per month which met the minimum wages standard. 3. 150% and 200% of normal wage were paid for overtime on normal working days and rest days. No overtime hours were noted on statutory holidays. 4. The wages were paid on 20th day per month in cash. Workers' wages were paid at hourly rate. Based on satisfactory evidence, the main facility partially respects this principle, because: 1. 企业提供了2017年7月至2018年6月完整的工资记录供审核。2. 最低工资标准是2017年12月1日起RMB2010每月(RMB11.55每小时),12月1日之前RMB1860每月(RMB 10.69每小时),所抽取样本中,企业支付给员工的最低工资是2010元/月(当前月),满足最低工资标准。3. 企业支付工作日加班1.5倍加班费,休息日加班2倍加班费,法定节假日无加班。4.工资按月以现金方式每月20日支付,工资是计时的。基于令人满意的证据,被审核方部分尊重本条原则,原因是: 5.4 - Facility has not identified the living cost of the workforce in the region, the actual minimum paid regular wages were RMB 2010 per month which was lower than the living wages RMB 2198.35 calculated by auditor . It did not respect Performance area 5: Fair Remuneration 5.4 企业没有识别劳工在所在地区的生活成本,实际所支付的最低正常工资为RMB2010 每月,低于审核员计算的当地生活工资RMB2198.35。尚未尊重绩效区域5.4。 5.5 - Insufficient social insurance participation. According to the latest social insurance receipts of July 2018, there were total 48 employees (1 retiree), 38 out of 48 employees participated in basic endowment insurance and basic medical insurance, employment injury insurance, , unemployment insurance and maternity insurance. It did not respect amfori BSCI PA 5.5 requirement and did not comply with Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44 and 53 (In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state) and amfori BSCI Code of Conduct 5.5. 社保参保不足。根据最近的2018年7月社会保险收据,一共48名员工中(1名退休人员),38人参加养老保险,医疗保险,工伤保险,失业保险,和生育保险。尚未尊重amfori BSCI PA5.5 要求和不符合《中华人民共和国社会保险法》第10条,23条,33条,44条,53条(依据《中华人民共和国社会保险法》第	

十条, 职工应当参加基本养老保险, 由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险, 由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险, 由用人单位缴纳工伤保险费, 职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险, 由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险, 由用人单位按照国家规定缴纳生育保险费, 职工不缴纳生育保险费。

Remarks from Auditee

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 159454] Audit Date: 08/08/2019 PA Score: D Deadline date:31/12/2019

GOOD PRACTICES:
None observed 没有发现

AREAS OF IMPROVEMENT:
The auditee had made its own working hour regulations and rules based on the legal requirements and amfori BSCI Code of Conduct. As per on site observation and documents review, the auditee used electronic attendance recording system to record all workers' working hours including overtime hours. As per sampled payroll and attendance records, it was found that one rest day in every 7-day period was guaranteed. And the auditee also provided orientation training to new hired workers about the rules on working hours and etc. Based on satisfactory evidence, the main auditee partially respected this principle because:
被审核方根据法律要求以及amfori BSCI要求建立了工作时间规章制度。被审核方采用电子考勤系统记录员工的工作时间包括加班时间。根据所抽样员工的工资和考勤记录发现, 所有员工能确保连续工作六天后休息一天。同时被审核方给新进的员工入职培训有包括关于工作时间的规定。基于令人满意的证据, 被审核方部分尊重amfori BSCI的本条原则, 原因是:
6.2 - Not corrected Overtime hours exceeded the legal requirement. Through document review, auditor found that: 1) the monthly overtime hours of 8 out of 8 samples were 60 hours in June 2019 (current month); 2) the monthly overtime hours of all 8 samples were 78 hours in January 2019 (random month); 3) the monthly overtime hours of all 8 samples were 52 hours in October 2018 (random month). It did not respect Performance area 6: Decent Working Hours 6.2, and is not comply with PRC Labour Law article 41, The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.
没有整改 加班时间超过法规要求。通过文件审核, 审核员发现: 1) 在抽取的2019年6月份(当前月)的考勤中, 8名随机抽取的员工中8人的月加班时间为60小时; 2) 在抽取的2019年1月份(随机月)的考勤中, 8名随机抽取的员工中8人的月加班时间为78小时; 3) 在抽取的2018年10月份(随机月)的考勤中, 8名随机抽取的员工中8人的月加班时间为52小时。尚未尊重绩效区域#6-体面的工作时间6.2, 尚未符合《中华人民共和国劳动法》第41条, 用人单位由于生产经营需要, 经与工会和劳动者协商后可以延长工作时间, 一般每日不得超过一小时; 因特殊原因需要延长工作时间的, 在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时, 但是每月不得超过三十六小时。

Remarks from Auditee:
None

Full Audit [Audit Id - 130852] Audit Date: 09/08/2018 PA Score: D Deadline date:31/12/2018

Good practices
None observed

Areas of improvement
1. Electronic attendance records from July 2017 to August 6, 2018 were provided for review. The facility used electronic attendance records system to record employee attendance situation. 2. Through checking production documents such as broken needle records, material delivery records and etc, no inconsistency was noted. The working hours could be verified. 3. Based on the provided attendance record and employee interview, normal working days are from Monday to Friday, normal working hours are from 8:00 to 17:00 with one hour's break from 11:30 to 12:30. 4. The maximum monthly overtime hours in 3 randomly selected sample months were 62 hours. The maximum weekly working hours were 54 hours. 5. Through document review and employee interview, employees are entitled to at least one day off in every consecutive seven day period; the maximum consecutive working days were 6 days. Based on satisfactory evidence, the main facility partially respected this principle because:
1. 企业提供了从2017年7月到2018年8月6日的电子考勤记录供查看, 使用电子考勤系统记录员工出勤情况。2. 通过查看生产记录比如断针记录、仓库领料单等生产记录、测试考勤系统, 未发现发现不一致, 工作时间可以判断。3. 根据所提供考勤记录, 正常工作天数为自周一至周五, 正常工作时间为8:00到17:00, 中午11:30到12:30休息。4. 随机选取3个月里的最大月加班为62小时, 最大周工作时间是54小时。5. 通过文件审核和员工访谈, 员工7天内至少休息1天, 最长连续工作天数为6天。基于令人满意的证据, 被审核方部分尊重该原则, 原因如下:
6.2 - Excessive overtime hours which exceeded the legal requirement such as 1) In June 2018 (current month), the monthly overtime hours of all 9 randomly selected employees were 62 hours; 2) In April 2018 (random month), the monthly overtime hours of all 9 randomly selected employees were 54 hours; 3) In January 2018 (random month), the monthly overtime hours of all 9 randomly selected employees were 56 hours. It did not respect the Performance area6.2, and did not comply with the PRC Labour Law article 41, The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.
存在超过法律规定的过度加班的情况, 如 1) 在2018年6月(当前月), 随机抽取的所有9名员工月加班时间为62小时; 2) 在2018年4月(随机月), 随机抽取的所有9名员工月加班时间为54小时; 3) 在2018年1月(随机月), 随机抽取的所有9名员工月加班时间为56小时。其尚未尊重绩效区域6.2, 且不符合《中华人民共和国劳动法》第41条, 用人单位由于生产经营需要, 经与工会和劳动者协商后可以延长工作时间, 一般每日不得超过一小时; 因特殊原因需要延长工作时间的, 在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时, 但是每月不得超过三十六小时。

Remarks from Auditee

Performance Area 7 : Occupational Health and Safety	
1- Followup Audit [Audit Id - 159454] Audit Date: 08/08/2019 PA Score: A	Deadline date:31/12/2019
GOOD PRACTICES: None observed 没有发现	
AREAS OF IMPROVEMENT: <p>The auditee had made its own health and safety regulations and rules based on the legal requirements and amfori BSCI Code of Conduct and also established OHS committee. The auditee had appointed specialized management staff to take charge of the OHS affairs and provided periodical health and safety training to workers regarding such as medical emergency treatment, machine operation, fire drill exercises and etc. Furthermore, the auditee provided a safe and comfortable working environment to workers: installing sufficient fire equipment, inspecting the fire equipment and facilities on a monthly basis, providing sufficient toilets, first aid kits, and qualified drinking water, and etc. Based on satisfactory evidence, the main auditee partially respected this principle, because:</p> <p>被审核方根据法律要求以及amfori BSCI的要求建立了健康安全规定和守则,同时也建立了环境健康安全委员会。被审核方委任专门的管理层代表负责健康安全事宜并定期给员工举行关于健康安全的培训,比如医疗救护培训、机器设备操作培训、消防演习等。另外,被审核方给员工提供了安全的工作环境,比如提供了足够的消防设备、对消防设备和器材等每月进行检查、提供了足够的洗手间、急救药箱、合格的饮用水等。基于令人满意的证据,被审核方部分尊重amfori BSCI的本条原则,原因如下:</p> <p>7.2 - Not corrected Insufficient employment injury insurance participated. Through document review, the auditee did not provide the employment injury insurance for 10 out of 77 (13%) employees. It partially respected amfori BSCI Performance area 7: Occupational Health and Safety 7.2. 没有整改 工伤保险参保不足。通过文件审核,审核员发现被审核方所有77名员工中10人(13%)没有参加工伤保险。部分尊重绩效区域#7-职业健康与安全7.2。</p> <p>7.21 - Remark: No canteen or kitchen on site 备注:没有提供餐厅食堂</p> <p>7.23 - Remark: No transportation was provided. 备注:没有提供交通</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 130852] Audit Date: 09/08/2018 PA Score: A	Deadline date:31/12/2018
<u>Good practices</u> None observed	
<u>Areas of improvement</u> <p>The facility had established emergency preparedness procedure such as fire emergency etc. Adequate firefighting equipment such as fire extinguishers, fire hydrants, smoke detector, fire sprinkler had been installed. Fire alarm, exit sign and emergency light were available and maintained regularly. All evacuation passages were kept unblocked. All exits were unblocked and unlocked. Through document review and employee interview, the facility had provided training such as first aid training , and etc. for employees when they joined in the facility. The facility conducted emergency evacuation drill twice per year, the latest was conducted in June 2018. There were 2 qualified fire aider. The clean drinking water and sanity devices were provided. The temperature and ventilation of the workplace were acceptable. But based on satisfactory evidence, the main auditee partially respects this principle.</p> <p>企业已经建立消防应急预案。足够的灭火设施如灭火器,消防栓,烟感,喷淋等均已安装。此外,消防警铃,安全出口标志和应急灯也均安装并定期维护。所有的疏散通道和安全出口均未上锁。企业提供了急救培训和消防培训给员工。消防演习每年安排2次,最近一次演习安排在2018年6月。有2位取得急救证的急救员。工作场所温度通风条件良好。提供干净的饮用水和卫生间。基于令人满意的证据,被审核方部分尊重了BSCI的本条原则。</p> <p>7.2 - Employment injury insurance not for all employees. Through document review, 10 out of 48 employees did not participate in any injury insurance. It partially respected amfori BSCI PA7.2. 工伤保险未覆盖所有员工。通过文件审阅,48名员工中有10人没有参加工伤保险。部分符合amfori BSCI PA 7.2要求。</p> <p>7.21 - No canteen or kitchen was provided for employees 企业未提供食堂或餐厅</p> <p>7.23 - No transportation was provided for employees. 企业未提供交通</p>	
<u>Remarks from Auditee</u>	

Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 159454] Audit Date: 08/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 没有发现	
AREAS OF IMPROVEMENT: None observed 没有发现	
Remarks from Auditee:	
Full Audit [Audit Id - 130852] Audit Date: 09/08/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
None observed 未发现不符	
<u>Remarks from Auditee</u>	
Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 159454] Audit Date: 08/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 没有发现	
AREAS OF IMPROVEMENT: None observed 没有发现	
Remarks from Auditee:	
Full Audit [Audit Id - 130852] Audit Date: 09/08/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
None observed 未发现不符	
<u>Remarks from Auditee</u>	

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 159454] Audit Date: 08/08/2019 PA Score: A	Deadline date:31/12/2019
GOOD PRACTICES: None observed 没有发现	
AREAS OF IMPROVEMENT: The auditee had set up hiring procedures and provided orientation training to workers about their legal rights and responsibilities regarding such as wages and benefits, working hours, occupational health and safety, disciplinary measures, and etc. As per documents review, on-site observation and worker interviews, it was noted that there were no temporary workers, home workers or students at school ages hired by the auditee and the auditee also did not use dispatched workers. At the same time, the auditee signed labor contracts with all workers and also provided copies of the labor contracts to all workers. Based on satisfactory evidence, the main auditee partially respected this principle because: 被审核方建立了招聘程序并给新进员工提供了关于合法权利与义务的入职培训, 比如有关工资福利、工作时间、职业健康安全、惩戒措施等。通过文件审核, 现场审核以及员工访谈, 发现被审核方没有使用临时员工、家庭工人以及学生工, 所有员工都是被审核方直接招聘, 没有使用劳务派遣工。同时, 被审核方和所有员工都签订了劳动合同并给员工提供了一份劳动合同副本。基于令人满意的证据, 被审核方部分尊重amfori BSCI的本条原则, 原因是: 10.2 - Not corrected The auditee did not sign written agreement with retiree(s) hired to work again. Through document review, auditor found that the auditee had 3 retirees hired to work again, but the auditee did not sign written agreement with these retirees hired to work again. It partially respected amfori BSCI Performance area 10.2, and it did not comply with Notice about Issues on Implementing Employment Contract System (Ministry of Labor Document [1996] No. 354) Article 13, When the retiree, who is enjoying pension benefits, will be hired to work again, the employer shall sign a written agreement with him to explicitly define the rights and obligations including job duties, remuneration, health care, labor protection in the course of employment. 没有整改 被审核方没有与退休返聘人员签订书面协议。通过文件审核, 审核员发现被审核方所有3名退休返聘人员, 但没有与这些退休返聘人员签订书面协议。部分尊重绩效区域10.2, 且尚未符合《关于实行劳动合同制度若干问题的通知》(劳部发[1996]354号)第13条, 已享受养老保险待遇的离退休人员被再次聘用时, 用人单位应当与其签订书面协议, 明确聘用期内的工作内容、报酬、医疗、劳保待遇等权利和义务。	
Remarks from Auditee: None	
Full Audit [Audit Id - 130852] Audit Date: 09/08/2018 PA Score: A	Deadline date:31/12/2018
<u>Good practices</u> None observed	
<u>Areas of improvement</u> 1. Through document review and employee interview, the facility signed labor contracts with all permanent employees in the facility within one month to comply with the law. No apprentices and probationary workers were hired in the facility. 2. Through document review, the content of all employees labor contracts was complete, which included all the clauses required by law, such as the time limit for the employment contract, the work time, rest and vacation, the remunerations, the social security, etc. 3. Through document review and employee interview, the labor contracts were in local language (Chinese) and all employees could understand it. The facility signed employment contracts with all employees and provided a copy of the signed contract to each of them. Based on satisfactory evidence, the main facility partially respected this principle because: 1. 通过文件审核和员工访谈, 企业与员工在入职一个月内签订了劳动合同, 企业没有学徒工和实习工。2. 通过文件审核, 员工的劳动合同内容是完整的, 包括了所有法律要求的项目, 如合同期限、工作时间、休息和假日, 工资报酬, 社会福利等等。3. 通过文件审核和员工访谈, 合同是中文的, 所有员工都能看懂, 企业与所有员工均签订了劳动合同且提供了副本给员工。基于令人满意的证据, 被审核方部分尊重该原则, 原因如下: 10.2 - The facility did not sign written agreement with retiree(s) hired to work again. Through document review, auditor found that 1 out of 9 randomly selected employees was retiree hired to work again, but the facility did not sign written agreement with the retiree hired to work again, labor contract was signed. It partially respected the amfori BSCI performance area 10.2 and does not comply with the Notice about Issues on Implementing Employment Contract System (Ministry of Labor Document [1996] No. 354) Article 13, When the retiree, who is enjoying pension benefits, will be hired to work again, the employer shall sign a written agreement with him to explicitly define the rights and obligations including job duties, remuneration, health care, labor protection in the course of employment. 企业没有与退休返聘人员签订书面协议。通过文件审核, 审核员随机抽取9名员工中有1名为退休返聘人员, 但企业没有与这名退休返聘人员签订书面协议, 仅签订了劳动合同。部分尊重绩效区域10.2且不符合《关于实行劳动合同制度若干问题的通知》(劳部发[1996]354号)第13条, 已享受养老保险待遇的离退休人员被再次聘用时, 用人单位应当与其签订书面协议, 明确聘用期内的工作内容、报酬、医疗、劳保待遇等权利和义务。	
Remarks from Auditee	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 159454] Audit Date: 08/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Not rated 没有评估	
AREAS OF IMPROVEMENT: Not rated 没有评估	
Remarks from Auditee:	
Full Audit [Audit Id - 130852] Audit Date: 09/08/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
None observed 未发现不符	
Remarks from Auditee	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 159454] Audit Date: 08/08/2019 PA Score: A	Deadline date:31/12/2019
GOOD PRACTICES: None observed 没有发现	
AREAS OF IMPROVEMENT: The auditee had continuously identified the significant impacts and environmental implications associated to its activities and carried out the impact assessment regularly. Policies and procedures were established to incorporate relevant environmental laws and there was a designated staff responsible for collecting and updating relevant regulations and laws. There was no waste found to be dumped in natural environments, or burned on open fires. Based on satisfactory evidence, the main auditee partially respected this principle, because : 被审核方能持续识别与其经营活动相关的重要环境影响和因素, 并定期进行环境影响评估。根据其适用的环境法规, 建立了相关的政策和程序文件并指定了专门的负责人负责相关环境法规的收集和更新。评估中未发现被审核方直接清倒废物或焚烧废物。基于令人满意的证据, 被审核方部分尊重 amfori BSCI 的本条原则, 原因如下: 12.1 - Not corrected The auditee had not identified the significant impacts and environmental implications associated to its activity, and there was no grievance mechanism in place to address the environmental concerns of surrounding communities. It partially respected the Performance area 12: Protection of the Environment 12.1. 没有整改 被审核方没有识别其商业活动的重大影响以及对环境造成的后果, 也没有建立有关周围社区环境问题的申诉机制。部分尊重绩效区域#12 环境保护12.1.	
Remarks from Auditee: None	
Full Audit [Audit Id - 130852] Audit Date: 09/08/2018 PA Score: A	Deadline date:31/12/2018
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
1. The facility has identified the significant impacts and environmental implications associated to its activity, but there was no grievance mechanism in place to address the environmental concerns of surrounding communities. 2. The facility has register the Environmental Impact Assessment document on the official website of Environment Protection Department. 3. No waste water, air pollutant, hazardous waste was generated. 4. The facility has established the procedure to save natural resources including water. Based on satisfactory evidence, the main auditee partially respects this principle because: 1. 被审核方识别了其商业活动的重大影响以及对环境造成的后果,但是没有建立有关周围社区环境问题的申诉机制。2. 企业取得了建设项目环境影响评价申报登记。3. 没有废水、废气、危险废弃物产生。4. 企业建立了节约能源包括水资源的程序。基于令人满意的证据, 被审核方部分尊重该原则, 原因如下: 12.1 - There was no grievance mechanism in place to address the environmental concerns of surrounding communities. It partially respected the Performance area 12.1. 企业没有建立有关周围社区环境问题的申诉机制。这部分尊重绩效区域12.1。	
Remarks from Auditee	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 159454] Audit Date: 08/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES: Not rated 没有评估	
AREAS OF IMPROVEMENT: Not rated 没有评估	
Remarks from Auditee:	
Full Audit [Audit Id - 130852] Audit Date: 09/08/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
None observed 未发现不符	
<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
Follow-up Audit	08/08/2019	159454	D	A	A	A	C	D	A	A	A	A	A	A	A	C
Full Audit	09/08/2018	130852	D	A	A	A	C	D	A	A	A	A	A	A	A	C

Producer Photos



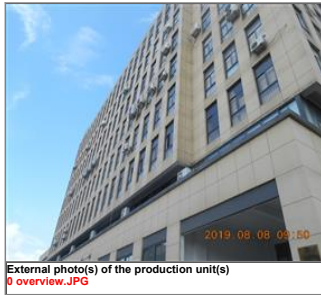
External photo(s) of the production unit(s)
0 name.JPG



Photo of fire safety equipment
1 fire alarm.JPG



Photo of the inside of the main production hall
2 inspection and packing.JPG



External photo(s) of the production unit(s)
0 overview.JPG



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



Photo of the inside of the main production hall
2 pressing.JPG



Photo first aid facilities
0 first aid kit.JPG



Photo of fire safety equipment
1 map.JPG



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



Photo of fire safety equipment
1 detector and sprinkler.JPG



Photo of fire safety equipment
1 testing fire hydrant.JPG



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



Photo of fire safety equipment
1 evacuation sign.JPG

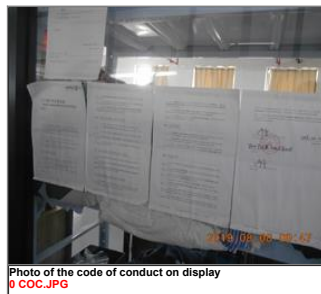


Photo of the code of conduct on display
0 COC.JPG



Photo of the sanitary facilities
5 toilet.JPG

