

---

Auditee :	<b>JiangMen MagicPower Electrical Appliances Co., Ltd.</b>
Audit Date From :	<b>19/08/2020</b>
Audit Date To :	<b>20/08/2020</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>SGS</b>
Auditor's Name(s) :	<b>Mabel Liang(Lead)</b>
Auditing Branch (if applicable) :	<b>SGS CHINA</b>

---



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.

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.

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																																							
<p style="text-align: center;"><b>A</b> <b>Very Good</b></p>	<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> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p style="text-align: center;"><b>B</b> <b>Good</b></p>	<ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p style="text-align: center;"><b>C</b> <b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p style="text-align: center;"><b>D</b> <b>Insufficient</b></p>	<ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p style="text-align: center;"><b>E</b> <b>Unacceptable</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p style="text-align: center;"><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

**Main Auditee Information**



Name of producer :	<b>JiangMen MagicPower Electrical Appliances Co., Ltd.</b>		
DBID number :	<b>403599</b>		
Audit ID :	<b>190241</b>		
Address :	<b>No. 5, Fuhui Road, Xinhui District, Jiangmen</b>		
Province :	<b>Guangdong</b>	Country :	<b>China</b>
Management Representative :	<b>Guokang Ruan</b>		
Contact person:	<b>Alex Wong</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Mechanical and electrical engineering</b>	Product group :	<b>Home appliances</b>
Product Type :	<b>Ceiling Fan</b>		

**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 : 20/08/2021	

Rating per Performance Area (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	A	A	A	B	D	B	A	A	A	A	B	A

**Executive summary of audit report**

JiangMen MagicPower Electrical Appliances Co., Ltd. was Located at No. 5, Fuhui Road, Xinhui District, Jiangmen City. The factory consisted of one 3-storey building as workshops and warehouses, another 3-storey building as office. The main products manufactured by the factory were Ceiling fan. The main production processes were Coiling, Tin-soldering, Motor assembling, Paint dipping, Assembling and Packing.

The management allowed auditor to visit and take photos for all areas of the factory, review production records, relevant attendance records and payroll records. Workers interview were conducted in confidential and independent place without any interference. Interviewees were cooperated with auditor. Normally, they felt ok with the factory. Mr. Ruan Guokang/Quality Manager and Ms. Cheng Xiuli/worker representatives signed the onsite CAP.

The audit was conducted by Mabel Liang (APSCA Membership No.: RA21702068), begun at 13:30PM on 19 Aug. 2020 and finished at 16:30PM on 20 Aug. 2020.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>JiangMen MagicPower Electrical Appliances Co., Ltd.</b>	Legal status :	<b>Limited Company</b>
Local Name :	江门市魔力电器有限公司 (914407050718658888M)	Year in which the auditee was founded :	<b>2013</b>
Address :	<b>No. 5, Fuhui Road, Xinhui District,</b>	Contact person (please select) :	<b>Alex Wong</b>
Province :	<b>Guangdong</b>	Contact's Email :	<b>alexwong@magicpower.cc</b>
City :	<b>Jiangmen</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>None</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>Nil</b>
GPS coordinates :	<b>N22°27'24", E113°2'55"</b>	Total turnover (in Euros) :	<b>8373700.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Mechanical and electrical engineering</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>300000</b>
Product Group :	<b>Home appliances</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>Ceiling Fan</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>92</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>39</b>	<b>53</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>3</b>	<b>2</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>7</b>	<b>14</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>39</b>	<b>53</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>2</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 - 190241] Audit Date: 19/08/2020 PA Score: D

Deadline date:20/08/2021

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 1. The factory set up BSCI policy and procedure. For example, the procedures on hiring, working hours, wages and benefits, subcontracting, dealing with grievances, training workers, promoting ethical behaviour, etc were established by the factory. The factory established completed BSCI management system including plan-do-check action cycle, and conducted internal audit and management review on BSCI management system. The factory appointed Senior Management representative (Mr. Ruan Guokang/Quality Manager) to be the BSCI management representative to take whole charge of BSCI affairs in the factory, based on interview with him and document review, he had sufficient power and competence to implement BSCI management system. The factory established policy on subcontractors/suppliers management and monitored the social compliance performance of suppliers and no subcontractor was used currently. Moreover, the factory provided production scheduling for review, but did not make proper production plan to ensure the overtime hours of workers be in line with local law. Thus, gaps had been identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了BSCI社会责任政策和程序，例如程序中包括招聘，工作时间，工资福利，分包，申诉系统，员工培训，反腐败等内容。工厂已建立完整的BSCI管理系统，其中也包括计划-执行-检查-改善循环，并进行了相应的内审和管理评审来监督BSCI管理体系的运行。工厂指定了高级管理者代表(阮国康先生/品质经理)作为BSCI管理者代表来统筹整个工厂的BSCI事务，根据其访问及文件审查，其有足够的权限来推行BSCI系统并有足够能力来实施BSCI管理系统。工厂建立了分包商/供应商管理政策，并对供应商进行了社会责任监控，目前未使用分包商。此外，工厂有提供产能规划记录，但未做合适的生产计划以确保员工的加班时间符合法规要求。因此，工厂在系统执行方面和BSCI要求尚存在如下差距：

- 1.1 - The auditee partially respects this principle. The factory established completed amfori BSCI management system including plan-do-check action cycle, but still cannot avoid the issue of working hours and H&S, etc. happening.  
被审核方部分遵循该准则。工厂已建立完整的amfori BSCI管理系统，其中也包括计划-执行-检查-改善循环，但仍然无法避免工时及健康安全等问题发生。
- 1.4 - The auditee partially respects this principle. The factory provided production scheduling for review but did not make proper production plan to ensure the overtime hours of workers be in line with local law.  
被审核方部分遵循该准则。工厂有提供产能规划记录，但未做合适的生产计划以确保员工的加班时间符合法规要求。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 190241] Audit Date: 19/08/2020 PA Score: A

Deadline date:20/08/2021

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 2. The factory has established communication structure and procedures included the workers representatives and suggestion to genuinely involve workers and their representatives. Meeting records showed that management exchanges information on workplace-related issues with workers and their representatives regularly. According to interviewees with management and workers, provided procedures and records, workers' representatives were elected by workers without any interference from factory management. Workers' representatives were allowed to carry out their duties within working hours without losing pay or other negative repercussions. Grievance mechanism procedure has been established not limited as suggestion box & workers representative, etc. However, gaps were identified in implementation:

综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了包括员工代表和意见箱作为沟通渠道和相关的程序来切实确保员工及员工代表的参与，会议记录显示管理人员与员工代表定期就工作场所相关事项进行定期沟通。根据管理层和员工访谈，管理程序文件及记录显示，员工代表由员工自由选举而不受管理层干涉。员工代表可以在工作时间内行使其职责而不会被克扣工资或者受到任何负面影响。工厂建立了并不限于员工代表和意见箱在内的申诉机制。但在实际执行中存在以下差距：

- 2.2 - The main auditee partially respects this principle, long-term goals were established to protect workers according to the amfori BSCI Code of Conduct and detailed plan was established to achieve the goals, however, the factory didn't provide collected evidences of Year 2019 to indicate the compliance status.  
被审核方部分遵循该准则，工厂根据BSCI行为准则定义长期目标来保护员工，制定了具体的计划以实现目标，但未收集2019年的符合证据以显示符合状态。

**Remarks from Auditee:**

<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
Full Audit [Audit Id - 190241] Audit Date: 19/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b> Consolidated finding: The overall observation shows the auditee fulfils the requirement of performance area 3. Refer to PA 2, two workers representatives were voted by workers on 6 Dec. 2019, and communicating meeting was held. No union was formed in factory and no collective bargain was happened in factory. Based on the interview statement of worker representative, she was not discriminated by the factory. She had access to workers and workplace freely. 综合概况: 整体观察显示被审核方符合该绩效区域的要求。依照PA2的描述, 工厂于2019年12月6日由工人投票选举了2名员工代表, 并且召开了沟通会议。工厂无工会, 未发生过集体谈判。根据员工代表的访谈, 在该工厂, 员工代表不会被歧视, 她可以随时进入车间和员工沟通。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 190241] Audit Date: 19/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> Consolidated finding: The overall observation shows that the auditee fulfills the requirements of this performance area. The anti-discrimination policy was established in factory. According to management and workers interview, the factory did not discriminate workers due to their gender, age, marital status, political background etc.; female workers and male workers had the same pay for same workhop and working conditions as male workers; promotion was based on workers'ability and skill; training was based on working requirement. There was no evidence of discrimination in employment, promotion, compensation and etc.However, gaps had been identified in implementation: 综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反歧视政策。根据工厂管理层级员工访谈反馈, 工厂没有因员工的性别, 年龄, 婚姻状况, 政治背景等原因而导致任何歧视的发生, 男性和女性员工同工同酬, 有同样的工作环境, 员工的晋升仅基于员工的个人能力及表现, 并给予工作岗位的需求为员工提供培训。没有证据显示工厂有在工作, 晋升, 工资福利等方面存在歧视状况。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 190241] Audit Date: 19/08/2020 PA Score: B	Deadline date:20/08/2021
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> Consolidated finding: The overall observation shows that the auditee partially fulfills the requirements of this performance area. The factory set up wage and benefit policy, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the payrolls from Aug. 2019 to Jul. 2020 provided by the factory, all workers were paid by hourly rate on around 15th of following month by cash. The minimum wage paid by the factory was RMB1550 per month, which was in line with the legal requirement. Overtime wages were paid according to legal requirement. Different position allowances were provided to workers according to their skills and work postions. The total wages paid by the factory each month were higher than the calculated decent living standard. No any illegal deduction was identified according to wages records of workers. However, gaps had been identified in implementation: 综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂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带薪年假, 病假, 年假, 婚假, 产假等假期。根据提供的2019年8月至2020年7月的工资记录, 工厂每月15号左右为所有员工现金支付上月计时工资。工厂给员工支付最低每月1550元的基本工资,符合法规要求。加班费按照法规要求支付。工厂根据员工不同的岗位及技能提供不同的岗位津贴。工厂每月为员工支付的总工资高于计算的体面生活工资标准。根据员工的工资记录, 员工无不合理扣款项目。但发现工厂在如下方面和BSCI要求有差距: <b>5.5 -</b> The main auditee does not respect this principle because the factory did not provide social insurance to all workers as per legal requirement. Based on provided social insurance payment records from Jun. 2020 to Aug. 2020, there were 92 employees in the factory, all employees were under retirement age and employed more than one month, which should be provided with social insurances, but the factory only provided medical, endowment, unemployment, child-bearing and accident insurance to 71 employees. Moreover, the factory had provided commercial accident insurances for other employees, which was valid from 11 Aug. 2020 to 10 Aug.2021. Remark: Based on workers interview and management interview, other employees confirmed they had joined new rural social pension insurance and not willing to join social insurance, due to workers were not sure about the on-job time in the factory. No record about workers' new rural social pension insurance was provided for review. 被审核方未遵循该准则, 因为工厂未按照法规要求给所有人员提供社保。根据工厂提供的2020年6月至8月的社会保险缴费记录, 工厂有员工92名, 所有员工低于法定退休年龄且工作满一个月需提供社保, 但工厂只给71名员工提供了医疗, 养老, 失业, 生育和工伤保险。另外, 工厂有为其其他员工提供商业意外险, 有效期为2020年8月11日至2021年8月10日。备注: 根据员工访谈和管理层访谈, 其他员工已参加新农保, 由于不确定在被审工厂工作的时间长短, 故不愿意参与社保。工厂未提供员工的新农保参保记录。	
<b>Remarks from Auditee:</b>	

<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 190241] Audit Date: 19/08/2020 PA Score: D	Deadline date:20/08/2021
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 6. The factory set up a policy on working hour, and the management was clear about the requirements. The factory provided attendance records from 1 Aug. 2019 to the audit date and payrolls from Aug.2019 to Jul. 2020 for review during the audit. The factory used fingerprint scanning system to record attendance. The normal working hours were 5 days per week and 8 hours per day. All workers worked in one shift. 1.5 hours were provided for lunch. Workers usually worked OT 2 hours on regular day, worked 8-10 hours on Saturday. 150%, 200% and 300% of regular wage were paid to OT working on regular day, rest day and holiday. All workers could have one day off per seven days. However, gaps had been identified in following:                  综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了工时政策, 管理层了解工时方面的要求。工厂提供了自2019年8月1日至审核当天的考勤记录和2019年8月只2020年7月的工资记录, 工人经常在正常工作日加班2小时, 周六加班8-10小时。工厂给员工在工作日, 休息日, 节假日的加班工资为最低工资的150%, 200%及300%。所有员工享有七休一。然而工厂在以下方面存在差异:</p> <p><b>6.2 -</b> The main auditee does not respect this principle because workers' overtime hours did not comply with legal requirements. Based on sampling review of workers' attendance records from 1 Aug. 2019 to the audit day, it was noted that 95% workers' monthly overtime hours exceeded 36 hours in other months except for Jan., Feb., Jun. and Jul.2020, and up to 68 hours in May 2020.                  被审核方未遵循该准则。因为未确保员工的加班时间符合法规要求。根据抽样员工从2019年8月1日至审核当天的考勤记录, 除2020年1月, 2月, 6月和7月, 95%员工其他各月的加班时间每月超过了36小时, 最高在2020年5月达到了68小时。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 190241] Audit Date: 19/08/2020 PA Score: B	Deadline date:20/08/2021
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows that the auditee partially fulfills the requirements of this performance area. The committee of health and safety was set up by the factory. The factory assessed the risk of workshop accordingly. According to the assessment, the highest risks of health and safety in the factory were fire safety and chemical safety. The factory ensured enough extinguishers in every workshop and fire hydrant, emergency lights and fire alarm were available inside the factory. All these facilities of fire safety were checked by the EHS officer-Mr. Ruan Guokang every month and were effective during the testing on-site. For chemical safety, according to the interviewee statement, workers understood the risk of chemicals and knew to wear related personal protective equipment. The factory also set up emergency procedure and trained adequate first aiders for providing the service of first aid. The first aid box was also available in every workshop. Clean potable water was provided which was regularly tested to ensure the safety. The factory didn't provide transportation to employees. However, gaps had been identified in implementation as follows:                  综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂创建了员工的健康安全委员会。工厂按照车间情况对工厂内部进行健康安全风险评估。从风险评估来看, 消防安全和化学品安全是工厂最大的风险。在消防安全方面, 工厂给车间内配备了足够的消防设施, 例如灭火器, 消防栓, 消防警铃等, 并且工厂的EHS负责人(阮国康先生)每月都会进行检查。审核时经过测试, 应急灯, 消防栓和消防警铃都是有效的。在化学品安全方面, 通过访谈车间的员工, 员工了解化学品的危害以及操作时需要佩戴相关劳保用品。在急救政策方面, 工厂制定了急救政策。工厂给每个车间配备了药箱, 而且工厂内培训了足够数量的急救员。同时, 工厂也提供了饮用水给员工, 员工可随时喝水, 且工厂定期测试饮用水保证了饮用水的安全卫生。工厂未为员工提供交通。不过工厂在以下方面和BSCI要求尚有差距:</p> <p><b>7.1 -</b> The auditee partially respects this principle, because the legal and amfori BSCI requirement on health and safety was not implemented effectively, and lead to some issues were raised in health and safety section, such as incomplete information of MSDS, etc.                  被审核方部分遵循该准则, 因工厂对法规和amfori BSCI在健康安全方面的要求执行不到位, 导致健康安全方面出现问题(例如MSDS信息不全)等。</p> <p><b>7.5 -</b> The auditee partially respects this principle, because the factory didn't provide training on emergency procedure for natural disasters for employees.                  被审核方部分遵循该准则, 工厂未为员工提供自然灾害应急培训。</p> <p><b>7.6 -</b> The auditee does not respect this principle, because the factory provided active-carbon masks instead of dust proof masks to tin-soldering workers.                  被审核方未遵循该准则, 因为工厂提供了活性炭口罩而非防尘口罩给焊锡工人。</p> <p><b>7.7 -</b> The auditee does not respect this principle, because no formal safety label was available for two barrels of insulating oil stored in chemical warehouse, and the relevant MSDS was only with 10 items.                  被审核方未遵循该准则, 因为化学品仓2桶绝缘油缺少化学品标签, 且相应的MSDS只有10项。</p> <p><b>7.8 -</b> The auditee partially respects this principle, because the factory had established accident and emergency procedures, but the procedures were not posted onsite in workshops.                  被审核方部分遵循该准则, 工厂建立了意外事件应急程序, 但该程序文件未张贴在生产车间现场。</p> <p><b>7.17 -</b> The main auditee partially respects this principle, because the handrail for the delivery platform was not in use during audit periods.                  被审核方部分遵循该准则, 因为审核期间出货平台的护栏未被使用。</p> <p><b>7.22 -</b> The main auditee partially respects this principle because the no tissue and soap prepared in the toilets.                  被审核方部分遵循该准则, 因为洗手间未放置纸巾和洗手液。</p>	
<b>Remarks from Auditee:</b>	



<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 190241] Audit Date: 19/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> Consolidated finding: The overall observation shows that the auditee fulfils the requirements of this performance area. The factory established the recruitment policy, which covering recruit process and method. Training was provided. Based on interview with the HR staff who responsible for recruits, she knows how to verify the ID, ID copy of each employees were collected. The remedial policies and procedures to provide for further protection in case children are found to be working are established. No children labour or historical labour worked in factory. 综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂建立了包含招聘流程及方法的招聘程序, 工厂有提供了培训, 根据与负责招聘工作的人事人员访谈, 她知道如何辨别身份证, 并保留了所有员工的身份证复印件。童工的保护及补救程序也有建立。工厂无童工及历史童工。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 190241] Audit Date: 19/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> Consolidated finding: The overall observation shows that the auditee fulfils the requirements of this performance area. The policy of young worker protection was set up by the factory. The factory understood the legal requirement of young workers according to interview with management and had made relevant risk assessment in case of hiring young workers. The risk assessment for young workers identified young workers were not suitable for working at hazardous and/or harmful working posts, not suitable for working overtime etc. During the audit, no young workers were identified in the factory. The youngest worker was 19 years old. 综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了未成年工的保护政策, 工厂了解如何依照法规要求保护未成年工并且进行了如果聘用未成年人的相关风险评估。未成年工的风险评估识别出了未成年工不适合安排在有毒有害的工作岗位, 不适合加班工作等情况。在审核过程中, 未发现未成年工的存在。年龄最小的员工为19岁。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 190241] Audit Date: 19/08/2020 PA Score: A	Deadline date:20/08/2021
<b>GOOD PRACTICES:</b> NONE	
<b>AREAS OF IMPROVEMENT:</b> Consolidated finding: The overall observation shows that the auditee partially fulfils the requirement of performance area 10. The factory signed labor contracts with all workers. The terms of labor contract was complete and legal. Based on workers interview, they had a copy of the labor contract, and understood well of the contents. All employees were directly hired by the factory. However, gaps had been identified in implementation as follows: 综合概况: 整体观察显示被审核方部分符合该绩效区域的要求。工厂和所有员工签订了劳动合同。劳动合同的条款齐全且合法。通过员工访谈, 所有工人均有合同副本并理解合同条款内容。所有员工均为工厂直接招聘。不过, 工厂在以下方面尚有差距: <b>10.2 -</b> The main auditee partially respects this principle because the occupational hazards/protection was not specified in labor contracts of workers engaged in hazardous positions. 被审核方部分遵循该准则, 因为对于存在职业危害岗位, 合同并未对职业危害及保护作出明确告知。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 190241] Audit Date: 19/08/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> Consolidated finding: The overall observation shows that the auditee fulfils the requirements of this performance area. The factory established the policy on anti-forced labor. The management understood well the scope of forced labor. And according to onsite observation and interview statement of workers, workers confirmed that there were no evidence showed in the factory, for example, they could resign according to legal requirement and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers. The discipline policy was also in line with legal requirement. 综合概况: 整体观察显示被审核方符合该绩效区域的要求。工厂制定了反强迫劳动的政策, 工厂负责人理解哪些方式是属于强迫劳动的范畴。依据现场观察和员工访谈, 员工也很清晰地表明工厂内无强迫劳动的现象, 例如员工可以依照法规要求提出辞工而不会被克扣工资, 并且可以自由离开工厂。员工也未遇到任何被侮辱或非人道的待遇。工厂的惩戒政策也是符合法律法规要求。	
<b>Remarks from Auditee:</b>	

<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 190241] Audit Date: 19/08/2020 PA Score: B	Deadline date:20/08/2021
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows the auditee partially fulfils the requirement of performance area 12. The factory established policy on environment protection, and provide training for workers on environment protection awareness. The factory had conducted Environmental Impact Assessment and obtained the approval. The land belonged to the factory was industrial land and water used by the factory was come from municipal water. The main wastes produced by the factory were hazardous solid waste, boundary noise and waste air. The factory entrusted qualified venfor to transfer hazardous. However, gaps had been identified in implementation:</p> <p>综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂制定了环保政策并为员工提供了相关的环保政策培训。工厂进行了环境影响评估并取得了批复。工厂主要使用当地市政提供的自来水，并且工厂用地属于工业用地。工厂的主要污染物为危险固体废弃物，噪声和废气。工厂委托了有资质的单位转移危险废弃物。但是，在如下方面工厂和BSCI要求有差距：</p> <p><b>12.2 -</b> The main auditee does not respect this principle the factory didn't provide boundary noise, discharge gas or waste living water monitoring report for review. 被审核方未遵循该准则，因为未提供厂界噪声，废气，生活废水的监测报告。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 190241] Audit Date: 19/08/2020 PA Score: A	Deadline date:20/08/2021
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The overall observation shows that the auditee partially fulfils the requirements of this performance area. The factory developed policies and procedures against any act of corruption, Relevant training were provided to workers. The factory had identified the situations and activities where acts of corruption, extortion or bribery are most likely to occur in its context. No falsifying or inconsistency documents or records were found during the audit. The collects and use personal information was in accordance with privacy and information security laws and regulatory requirement. However, gaps had been identified in implementation as follows:</p> <p>综合概况：整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了反腐败政策并为员工提供了相关培训，工厂识别了最可能发生贪污、勒索或贿赂行为的情形和活动。审核过程中未发现篡改的或不一致的文件及记录，个人信息的收集及使用符合隐私和信息安全法。不过工厂在以下方面和BSCI要求尚有差距：</p> <p><b>13.1 -</b> The main auditee partially respects this principle because the factory conducted risk assessment on corruption, but the prevention measures of all risks were the same, such as setting supervisory phone and conduct joint meeting, etc.</p> <p>被审核方部分遵该准则，因为工厂做了廉政风险评估，但所有风险的预防措施都是相同的，例如设置监督电话和设置联席会议等。</p>	
<b>Remarks from Auditee:</b>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	19/08/2020	190241	D	A	A	A	B	D	B	A	A	A	A	B	A	C

**Producer Photos**



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



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



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



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



Photo first aid facilities  
Eye washing facility.JPG



Photo first aid facilities  
First aid kits.JPG



Photo first aid facilities  
No emergency plan posted onsite.JPG



Photo of chemical storage room (if applicable)  
Chemical warehouse.JPG



Photo of chemical storage room (if applicable)  
Explosion proof light.JPG



Photo of fire safety equipment  
Emergency light.JPG



Photo of fire safety equipment  
Evacuation plan.JPG



Photo of fire safety equipment  
Evacuation sign.JPG



Photo of fire safety equipment  
Extinguishers and fire hydrant.JPG



Photo of fire safety equipment  
Fire alarm and exit sign and emergency light.JPG



Photo of fire safety equipment  
Fire alarm flashing when tested.JPG



Photo of fire safety equipment  
Fire alarm testing.JPG



Photo of fire safety equipment  
Fire hydrant testing.JPG



Photo of non-conformity  
Chemical missing safety label.JPG



Photo of non-conformity  
Handrail for the delivery platform was not in use.JPG



Photo of non-conformity  
No tissue and soap in toilet.JPG



Photo of non-conformity  
Only 10 items in MSDS.JPG

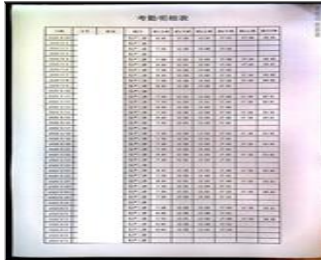


Photo of non-conformity  
Overtime hours of workers exceeded 36 hours.jpg



Photo of non-conformity  
Social insurance only provided for part of employees.jpg



Photo of non-conformity  
Tin-soldering worker wearing disposable mask instead of disposable mask.JPG



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



Photo of the canteen (if applicable)  
Canteen.JPG



Photo of the canteen (if applicable)  
Kitchen.JPG



Photo of the inside of the main production hall  
Assembling and packing line.JPG



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



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



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



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



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



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



Photo of the inside of the main production hall  
Motor assembling line.JPG



Photo of the inside of the main production hall  
Paint dipping.JPG



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



Photo of the inside of the main production hall  
Tin-soldering.JPG



Photo of the inside of the main production hall  
Warning sign.JPG



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



Photo of the sanitary facilities  
Potable water.JPG



Photo of the sanitary facilities  
Toilets.JPG