
Auditee :	JMTek Industries (Shenzhen) Co., Ltd
Audit Date From :	29/06/2020
Audit Date To :	29/06/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Floyd Zhang(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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Rating Definitions



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

Main Auditee Information



Name of producer :	JMtek Industries (Shenzhen) Co., Ltd		
DBID number :	378157		
Audit ID :	184672		
Address :	14A/F/G, Innovation Tech Building, Quanzhi Science and Technology Innovation Park, Shajing Street, Bao'an District, Shenzhen		
Province :	Guangdong	Country :	China
Management Representative :	William Yang		
Contact person:	William Yang	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	Car charger, Cable, Wireless charger, Power bank, Phone holder, Fan, Bluetooth speaker		

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 : 29/06/2021	

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	A	D	A	A	A	A	A	A	A

Executive summary of audit report

The auditee was located at 14A/F/G, Innovation Tech Building, Quanzhi Science and Technology Innovation Park, Shajing Street, Bao'an District, Shenzhen City, Guangdong Province, China (中国广东省深圳市宝安区沙井街道后亭社区茅洲山工业园工业大厦全至科技创新园科创大厦14层A、14层F、14层G). The auditee rented the Room G of the 14th floor of one 23-storey building used as office, production and warehouse, and it rented Room A and Room F on 22 Jun. 2020 and had updated its business license accordingly, Room A for warehouse, and Room F was decorating for workshop. The auditee covered an area of 2200 square meters totally. The others buildings in the compound and the other floors were rented by the other factories or companies. Based on the onsite check and documents review, the auditee does not have production or business relationship with other factories or companies, no shared workers or management detected. The main manufacture of auditee were Car charger, Cable, Wireless charger, Power bank, Phone holder, Fan, Bluetooth speaker. The main production processes were assembly and packing. Thus, the current audit only covered the areas which the auditee used. No dormitory, canteen or transportation was provided to workers. As per management interview and document review, no obvious peak season was presented in the auditee. All workers were hired by the auditee directly. No contractor and agency labor used by factory. The management team was cooperated with the audit team; no any access denied for any buildings, no any obstruction or limits for photos taken, all interviewees had been sampled by audit team randomly without any influence or external disturbance by the management team, all necessary documents had been provided promptly, e.g. production records and QC daily records. The audit findings and deadline date of corrective action had been understood and accepted by management representative. Remark 1: No contractor used onsite, so contractor license/permit submission was not applicable; no dispatched workers used onsite, so agency labour contract submission was not applicable; no government waiver was obtained so government waivers submission was not applicable. Collective bargaining was not prohibited, no collective bargaining occurred for past 12 months, so CBA submission was not applicable. Remark 2: APSCA Number: 21701850 for auditor, Floyd Zhang.

Ratings Summary



Auditee's background information			
Auditee's name :	JMTek Industries (Shenzhen) Co., Ltd	Legal status :	Limited company
Local Name :	杰美泰实业（深圳）有限公司（统一社会信用代码：91440300MA5EW27Q6Y）	Year in which the auditee was founded :	2017
Address :	14A/F/G, Innovation Tech Building, Quanzhi Science and Technology Innovation Park, Shajing Street, Bao'an District,	Contact person (please select) :	William Yang
Province :	Guangdong	Contact's Email :	szjiemeitai@163.com
City :	Shenzhen	Auditee's official language(s) for written communications :	Mandarin
Region :	North East Asia	Other relevant languages for the auditee :	Cantonese
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N22°46'9", E113°49'1"	Total turnover (in Euros) :	583745.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	0.00
If other, please specify :		Production volume :	250000 pieces per year
Product Group :	Electrical supplies	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Car charger, Cable, Wireless charger, Power bank, Phone holder, Fan, Bluetooth speaker		

Auditee's employment structure at the time of the audit		
Total number of workers :	28	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	15	13
Temporary workers	0	0
In management positions	1	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	14	12
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	15	13
Production based workers	0	0
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 184672] Audit Date: 29/06/2020 PA Score: D

Deadline date: 15/10/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee had established management system to implement the BSCI Code of Conduct. Mr. William Yang/Project manager was appointed as management representative to ensure the BSCI values and principles being implemented. Factory had established systems to monitor its business partners' social accountability audit was conducted for the main suppliers periodic. However, gaps have been identified in implementation.

工厂建立了管理系统去保证BSCI行为守则被遵从。杨新栋/项目经理被任命为管理者代表负责BSCI的价值和条款的执行。工厂建立了有效的系统去管控其商业合作伙伴的社会责任的执行情况，并对其主要供应商进行了定期的社会责任审核。然而，发现工厂在实施中仍存在与该执行领域要求之间的差距。

- 1.1 - The auditee had issued CSR management procedures according to amfori BSCI Code of Conduct, the factory management understand the need to develop internal procedures to integrate the amfori BSCI Code into day-to-day business practices. But as NC findings had been identified from PA6, Decent working hours, it showed that the auditee had not set up an effective management system to implement the amfori BSCI Code of Conduct at present. The auditee had no sufficient working hours management system to guarantee in line with the amfori BSCI requirement. The MR stated that the factory had gaps with the effective management system, they would take corrective action according to the results of client audit, 3rd party audit, etc.

工厂依据amfori BSCI行为守则建立了企业社会责任管理程序，管理层理解开发内部程序的需求，把amfori BSCI守则融入其日常商业行为。但是在PA6, 体面的工作时间，发现了问题点；就说明工厂在目前尚未建立一个有效的管理体系来实施BSCI行为守则。工厂未建立有效的工时管理体系以确保符合amfori BSCI要求。管代承认其与有效管理体系之间的差距，但是他们会依据客户审核及第三方审核的结果采取改善措施。

- 1.4 - The factory didn't have a good capacity planning to meet the expectations of the delivery order and it failed to effectively control workers' working hours led to workers' overtime work exceeded 36 hours. Through documents review, the factory had established program of capacity planning, and provided the production planning form for review. But the contingency plan, the calculation workforce capacity, plan of growth expectation and human resources needed etc. were not included in the procedure. Through management interview, the management understood the volume and frequency it is able to deliver and the factory arranged overtime according to business needs. But the factory has no plan to control workers' overtime.

工厂没有一个完善的产能计划去完成预期的订单交货且工厂没有有效管控加班以至于员工加班超过了36小时。通过文件审核，工厂建立了产能规划程序，也提供了生产计划表查看。但是生产的应急计划，劳动能力计算，增长预期和所需的人力资源方案等未包含在产能规划中。通过管理访谈，管理层理解能够交付的数量和频次且工厂按照业务需求组织加班。但是工厂没有管控员工加班时间的计划。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 184672] Audit Date: 29/06/2020 PA Score: A

Deadline date: 15/08/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Worker representatives were selected by workers in the year of 2018. Communication meeting between worker representative and management representative was conducted. Workers could report any complaint/suggestions by worker representatives, suggestion box or supervisor directly. Annual training on factory policies and procedures were provided to workers. However, gaps have been identified in implementation.

工人在2018年选举了工人代表。工人代表和管理层代表之间召开了沟通会议。工人可以通过员工代表，意见箱和主管提出申诉或者是意见。关于工厂政策和程序的年度培训提供给员工。然而，发现工厂在实施中仍存在与该执行领域要求之间的差距。

- 2.2 - The auditee defined long-term goals to protect employees based on the amfori BSCI code of conduct and the status and performance of social compliance, such as controlling overtime and provide social insurance for all employees. But there is no specific and operable way to ensure that the goal is gradually achieved, for example, how to gradually reduce overtime, how to gradually improve social insurance and so on.

被审核方有根据amfori BSCI行为准则及其社会责任的现状和表现定义了长期的目标去保护员工，如控制加班时间，全员参保等。但并没有具体可实施可操作的方法确保逐步达到目标，比如如何逐步减少加班，如何逐步完善社保等。

Remarks from Auditee:

None

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

Full Audit [Audit Id - 184672] Audit Date: 29/06/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee guaranteed the rights of Freedom of Association and Collective Bargaining
工厂保证了自由结社及集体谈判权。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 184672] Audit Date: 29/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No any evidence identified of discrimination . 未发现任何歧视的证据。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 184672] Audit Date: 29/06/2020 PA Score: A	Deadline date:15/10/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee established the employee manual refers to amfori BSCI Code of Conduct and local laws, including but not limited to paid date, terms of payment, income structure etc. Local legal minimum wage, RMB2200/Month, e.g. RMB12.64/hour, since 1 Jul. 2018. Payrolls from Jun. 2019 to May.2020 were reviewed randomly. Based on the 6 sampled payroll reviews, the wage is calculated as hourly rate, RMB12.65/hour, which was over the local legal minimum wage. The wage structure including: basic wage, OT premium, position allowance, and full attendance allowance. Nothing deducted from workers wage except social insurance withholding. The payment cycle is natural month. Wage is paid by cash at 7th of following month. However, gaps have been identified in implementation. 被审核方依据amfori BSCI行为守则及当地的法律法规制定了员工手册, 其中不限于发薪日、支付方式、工资构成等。当地的最低工资2018年7月1日开始是人民币2200元每月, 也就是人民币12.64每小时。2019年6月至2020年5月的工资表被随机抽查。依据抽样的6份工资单, 工资是时薪制, 最低工资是人民币12.65每小时, 符合当地的法定最低工资。工资架构包含基本工资, 加班费, 岗位津贴及全勤奖。工人工资除了社保代缴部分, 没有其他扣减。工资支付周期是自然月, 工资是在下个月7号通过现金发放。然而, 发现工厂在实施中仍存在与该执行领域要求之间的差距。 5.5 - The social insurance name list from Jul. 2019. to Jun. 2020 were provided for review. As per the social insurance receipts of Jun. 2020, 5 out of 28 employees did not enjoy retirement insurance, medical, work related injury, unemployment or maternity insurance., Reference law: the PRC Labor Act (1995), Article 72 and 73. Remark: For the rest of workers who had not been covered by social insurance, they were all permanent workers that over one month service period, as workers confirmed that they did not want to be deducted from their wage for the social insurance withholding, no re-employed workers after retirement identified. 工厂提供了2019年7月至2020年6月的社保参保人员名单供审核。2020年6月份社保缴费凭证审核发现, 28名员工的5名未购买养老, 医疗, 工伤, 失业, 和生育保险。参考法规: 中华人民共和国劳动法(1995), 第72和73条。备注: 对于未被社保覆盖的员工, 他们都是工厂的正式工人, 且加入工厂超过一个月, 工人确认说, 拒绝加入社保是因为他们不想从其工资里扣社保费。未发现退休返聘员工。	
Remarks from Auditee: None	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 184672] Audit Date: 29/06/2020 PA Score: D	Deadline date: 15/10/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory has established the working hours control procedure and worker manual which indicated the normal working hour was 8 hours per day and 40 hours per week. The factory uses fingerprint working hour system to record of all employees' working hours. One shift was arranged for workers. 9:00am-12:00 am, 1:30pm-6:30pm, and OT hours 7:00pm-8:00pm, 9:00pm or to 10:00pm. Time records from Jun. 2019 to audit date were provided and 6 samples were randomly selected for review. Maximum 3 hours overtime per day, maximum 20 hours overtime per week and at least 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily. 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, rest day and statutory holidays. No OT was arranged on Sunday or statutory holiday during the period this audit covered. However, gaps have been identified in implementation.</p> <p>工厂建立了工作时间控制程序和员工手册, 规定正常工作时间为每周5天8小时。工厂使用指纹考勤系统记录员工考勤。员工安排一班: 9:00am-12:00 am, 1:30pm-6:30pm, 加班 7:00pm-8:00pm, 9:00pm, 或到10:00pm。2019年6月至审核日的考勤已提供, 并查看了6名员工的考勤。每天最大加班3小时, 每周最大加班20小时, 每周有一天休息。员工访谈确认, 加班自愿。被审核方按基本工资的1.5倍, 2倍及3倍支付工人平时加班, 周末加班及假日加班的工资。在审核覆盖期间段, 没有在星期天和假日加班的情况。然而, 发现工厂在实施中仍存在与该执行领域要求之间的差距。</p> <p>6.2 - The factory established the working time and OT management policy, management were aware of working time requirement laws, which the monthly OT would not exceed 36 hours, daily OT would not exceed 3 hours. But the facility recording system did not have the capacity to flag excessive working hours that had been confirmed by HR manager interview. Based on the payroll records of workers from Jun. 2019 to May. 2020 and the working time records from 1 Jun. 2019 to the audit day provided by the facility, the detailed information of three sampled months as following: 5 out of 6 workers monthly OT in Jul. 2019 exceeded 36 hours and up to 81 hours; 5 out of 6 workers monthly OT in Dec. 2019 exceeded 36 hours and up to 81 hours; 4 out of 6 workers monthly OT in May. 2020 exceeded 36 hours and up to 75 hours. Reference law: the PRC Labor Law (1995), Article 41. Per production manager interview, it was noted that OT hours was mostly based on the clients order, it was hard to control OT hours especially for urgent order, per workers interview, it was noted that OT hours had voluntary basis. Remark: in Jun. 2020, monthly OT hours were 64 hours till the audit day.</p> <p>工厂建立工作时间和加班管理政策, 管理层也了解有关工作时间的法规要求, 月不能超36小时, 日不能超3小时, 但是工厂的考勤系统缺乏对额外工作时间进行提醒的功能, 有跟人事经理访谈确认。根据工厂提供的2019年6月2020年5月的工资表和2019年6月1日到审核当天的考勤记录, 三个抽样月的具体情况如下: 抽样的6个员工中5个员工在2019年7月加班超36小时, 最大达到81小时; 抽样的6个员工中5个员工在2019年12月加班超36小时, 最大达到81小时; 抽样的6个员工中4个员工在2020年5月加班超36小时, 最大达到75小时; . 参考法规: 中华人民共和国劳动法(1995), 第四十一条. 生产经理访谈发现, 加班时间主要依据订单安排, 当遇到急单时, 很难控制加班时数; 工人访谈发现, 加班自愿。备注: 在2020年6月, 月加班截至到审核当天是64小时。</p>	
Remarks from Auditee: None	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 184672] Audit Date: 29/06/2020 PA Score: A	Deadline date: 15/10/2020
GOOD PRACTICES: Nones	
AREAS OF IMPROVEMENT: <p>The auditee rented Room A and Room F on 22 Jun. 2020 and had updated its business license accordingly, Room A for warehouse, and Room F was decorating for workshop. Mr. William Yang/Project manager was in charge of OHS implementation. Only the assembly and packing processes in the factory, no hazardous chemical used onsite. The auditee established health and safety procedures, including on accident and emergency, chemicals safety, PPE, fire facilities and electricity safety, equipment and machines safety, etc. management rule. The auditee carried out risk assessments for safe, healthy and hygienic working conditions regularly including main workshop, main workplace, special people and disease. Safety trainings were provided to relevant workers. All of the machinery equipment and electrical facilities were maintained in good condition. Sufficient firefighting equipment such as fire extinguishers, sprinkler system and fire hydrants were installed and inspected monthly in production area. Evacuation routes were not blocked; evacuation plans were posted throughout the floor and understood by all interviewed workers; emergency lights and exit signs were installed properly and inspected monthly; the latest fire drill was conducted in Dec. 2019 that covered the production area. Clean drinkable water was available in workshops. First aid kits were provided to employees in production site. No serious injury happened in the past year. No canteen or dormitory provided to workers, no transportation was provided for workers. However, there were still some gaps in implementation.</p> <p>工厂在2020-6-22租了A和F房, 有相应的变更其营业执照。A房用作仓库, F房在装修, 将来用作车间。被审核方指派了杨新栋/项目经理负责职业健康安全事宜, 工厂仅有组装及包装工序, 现场未使用有害化学品。工厂建立了健康安全程序文件, 其中包含工伤事故、紧急预案、化学品安全、劳保用品、消防设施和电气设施、机械安全等管理制度。被审核方对工作场所进行了风险评估, 其中包含了重要的岗位、重要的场所、特种人群和疾病等。安全培训已提供给相关员工。所有机器设备和电气设施维护良好。在生产区域, 足够的消防设施如灭火器, 喷淋系统和消火栓已安装并每月进行检查。逃生路线未被堵塞, 疏散图张贴在生产车间并能够被所有访谈的员工充分理解; 应急灯与安全出口标识合理安装并每月进行检查; 最近一次消防演习在2019年12月进行, 覆盖了生产区域。车间里提供了干净的饮用水。被审核方配备急救药箱提供在生产场所。过去一年没有发生过严重的工伤。工厂未提供食堂和宿舍给员工, 未提供交通工具给员工。尽管如此, 在实践中仍然存在一些不足。</p> <p>7.1 - No pre-service or after-service occupational diseases examination for tin soldering workers of the assembly line who exposed to smoking dust. The management said that they will provide all types of occupational diseases examination for workers in the future. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35. It was noted that on-service occupational diseases examination had been provided to workers with acceptable results.</p> <p>被审核方没有为组装线焊锡工位的工人进行岗前及离岗职业健康体检, 工人暴露在烟尘中。管理称他们以后会提供所有类型的职业健康体检给工人。参考法律法规: 中华人民共和国职业病防治法第三十五条。在岗的职业病体检有提供给工人, 检查结果可以接受。</p> <p>7.2 - There were 5 out of 28 employees not participated in employment injury insurance. Reference law: Social Insurance Law of the People's Republic of China, Article: 33. Besides, no commercial insurance provided to workers, e.g. group accident insurance.</p> <p>工厂28个员工中5人未参加工伤保险。参考法规: 中华人民共和国社会保险法, 第三十三条。此外, 工厂未提供商业保险给工人, 例如团体意外险。</p>	
Remarks from Auditee: None	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 184672] Audit Date: 29/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No child labour identified during the audit, all workers were over 18 years old. 审核未发现童工, 所有工人都超过18岁。	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 184672] Audit Date: 29/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No young worker identified during the audit, all workers werer over 18 years old. 审核未发现未成年工, 所有工人都超过18岁。	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 184672] Audit Date: 29/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No Precarious Employment had been identified 未发现不稳定的雇佣关系。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 184672] Audit Date: 29/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No any evidence identified of bonded labour, 未发现强迫劳动。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 184672] Audit Date: 29/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: The factory had the environment protection policy and procedures, collected the environmental laws. The auditee had obtained the environmental impact register form in Jun. 2020. No industrial waste water generated from the auditee. The factory had conducted test for the living waste water, waste air emission and boundary noise level on in Jul. 2019 by qualified 3rd party, Shenzhen Huanyu Technical Service Co., Ltd., the results were met the local emission limit. Remark: The auditee only need to have the waste discharge register instead of the waste discharge permit. During audit days, the waste discharge register was still in the applying process, the management representative stated that they would accomplish the registration process before 30 Sep. 2020. 工厂建立了环保方针和程序, 相关环保法规有收集, 工厂在2020年6月, 取得了环境影响登记表。工厂生产工序不产生工业废水。工厂在2019年7月通过有资质的第三方, 深圳环宇检测技术有限公司, 进行了生活污水, 废气及厂界噪声的监测, 结果符合当地排放要求。备注: 工厂只需要排污登记, 不需要排污许可证。在审核时段, 排污登记还在登记过程中, 管理者代表表示, 工厂将在2020年9月30日前完成登记流程。	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 184672] Audit Date: 29/06/2020 PA Score: A	Deadline date:15/08/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No negative evidence identified about ethical Business Behaviour except 13.1. 除了13.1, 未发现关于道德的商业行为方面的负面证据。 13.1 - The facility had established the ethical business behavior procedure but it didn't identify the situations and activities where acts of corruption, extortion or bribery were most likely to occur in its context. No relevant training about ethical business behaviour was provided for the management and workers. 工厂已建立商业道德的程序, 但没有识别可能的情况会导致贿赂和腐败发生. 管理人员和工人没有进行商业道德的培训.	
Remarks from Auditee: None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	29/06/2020	184672	D	A	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
11 Name board.JPG



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



Photo first aid facilities
21 First aid kit.JPG



Photo of chemical storage room (if applicable)
31 Chemical store area.JPG



Photo of fire safety equipment
41 Fire extinguisher.JPG



Photo of fire safety equipment
42 Fire alarm bell.JPG



Photo of fire safety equipment
43 Fire hydrant.JPG



Photo of fire safety equipment
43 Water pressure testing.JPG

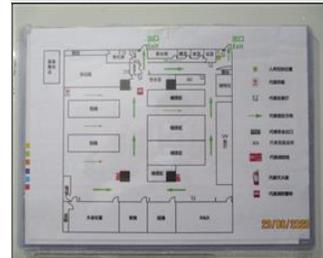


Photo of fire safety equipment
44 Escape route map.JPG



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

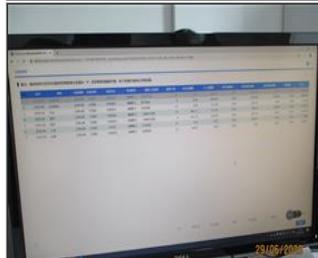


Photo of non-conformity
NC 5.5 and 7.2 Not cover all workers.JPG

部门	姓名	职位	日期	班次	上午	下午	总计	备注
生产部	5102020 王							
生产部	502020 刘							
生产部	5402020 王		08:52	12:05	13:26	18:36	18:57	20:09
生产部	5402020 王		08:50	12:05	13:21	18:36	18:53	20:01
生产部	5402020 王		08:51	12:07	13:27	18:39	18:54	22:03
生产部	5702020 王		08:50	12:01	13:22	18:34	18:50	21:00
生产部	5402020 王		08:50	12:05	13:28	18:34	18:52	22:08
生产部	5402020 王		08:50	12:05	13:27	18:34		
生产部	5102020 田		08:57	12:03	13:25	18:35	18:54	20:01
生产部	5102020 田		08:56	12:05	13:23	18:34	18:51	21:08
生产部	5102020 田		08:50	12:05	13:28	18:36	18:56	22:05
生产部	5102020 田		08:57	12:04	13:28	18:32	18:58	21:04
生产部	5102020 田		08:50	12:04	13:27	18:36	18:58	21:04
生产部	5102020 田		08:53	12:01	13:27	18:32		
生产部	5102020 田		08:51	12:08	13:26	18:34	18:52	21:07
生产部	5102020 田		08:52	12:01	13:21	18:34	18:58	22:00
生产部	5202020 田		08:56	12:08	13:24	18:37	18:50	21:06
生产部	5202020 田		08:51	12:06	13:22	18:36	18:55	22:07
生产部	5202020 田		08:58	12:03	13:24	18:31	19:00	21:00
生产部	5202020 田		08:56	12:03	13:28	18:39		
生产部	5202020 田		08:51	12:04	13:27	18:34	18:53	20:07
生产部	5202020 田		08:53	12:08	13:26	18:39	18:58	21:05
生产部	5202020 田		08:55	12:03	13:28	18:36	18:54	21:00
生产部	5202020 田		08:53	12:06	13:23	18:36	18:54	22:03
生产部	5202020 田		08:52	12:01	13:27	18:36	18:56	21:00
生产部	5102020 田		08:57	12:02	13:21	18:30		

Photo of non-conformity
NC 6.2 OT hours exceeded limits.JPG

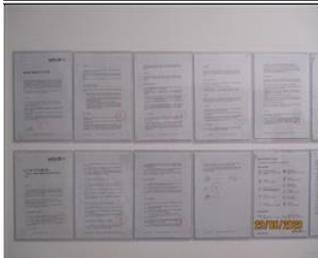


Photo of the code of conduct on display
71 amfori BSCI coc and poster displayed.JPG



Photo of the inside of the main production hall
91 Incoming goods warehouse.JPG



Photo of the inside of the main production hall
911 With warning sign.JPG



Photo of the inside of the main production hall
92 Assembly and Packing.JPG



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



Photo of the sanitary facilities
131 Drinking water.JPG



Photo of the sanitary facilities
133 Toilet.JPG