
Auditee :	YIWU FANGYUAN STOCKING CO., LTD.
Audit Date From :	02/07/2020
Audit Date To :	03/07/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	ABS
Auditor's Name(s) :	Lisa Zhou(Lead)
Auditing Branch (if applicable) :	ABS QE China



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



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	• Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
B Good	• Maximum 3 Performance Areas rated C • No Performance Areas rated D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
C Acceptable	• Maximum 2 Performance Areas rated D • No Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
D Insufficient	• Maximum 6 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	D	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	D	E	E	E	E	E																													
E Unacceptable	• Minimum 7 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
Zero Tolerance	A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

Main Auditee Information



Name of producer :	YIWU FANGYUAN STOCKING CO., LTD.		
DBID number :	348873		
Audit ID :	185200		
Address :	No.25 Suxin Street, Suxi Town, Yiwu City		
Province :	Zhejiang	Country :	China
Management Representative :	Mr. Hangbiao Fang/General Manager		
Contact person:	Hangbiao Fang	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	underwear, seamless knitting		

Audit Details



Audit Range :	☒ Full Audit	☐ Follow-up Audit
Audit Scope :	☒ Main Auditee	☐ Main Auditee & Farms
Audit Environment :	☒ Industrial	☐ Agricultural ☐ Small Producer
Audit Announcement :	☒ Fully-Announced	☐ Fully-Unannounced ☐ 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 : 03/07/2021

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	B	A	A	A	D	A	A	A	A	A	A	A

Executive summary of audit report

This was a fully announced full audit authorized by BSCI Member conducted on July 2-3, 2020.

The auditee YIWU FANGYUAN STOCKING CO., LTD. (913307827210265507) was established on June 28, 2000 and the valid period was long term. This is a limited company. The auditee was located at No.25 Suxin Street, Suxi Town, Yiwu City, Zhejiang Province, China. The auditor verified the business license with the address, legal entity representative, business scope, and other information according to <http://www.gsxt.gov.cn/index.html>, the local name of the auditee was 义乌市方圆袜业有限公司 and the local address on the business license was 浙江省义乌市苏溪镇苏新街25号. The Chinese and English description were same and indicated the same auditee name and physical address.

In view of the facilities, the auditee was consisting with 2F to 10F of one 10-storey building used as the office, production workshop and warehouse, 2F and 3F of one 8-storey building used as the dormitory area. No canteen was provided. Total construction area used by the auditee was approximate 15000 square meters. The 1st floor of the 10-storey building was rented to another company for office, the other floors of the 8-storey building were rented to other companies for their dormitory areas. And other buildings in the same wall of the auditee were rented to other companies with independent business license and operation system. All areas rented by other companies were not covered in the audit. The lease contracts and business licenses were provided for review.

A total of 95 employees including 53 male employees and 42 female employees were currently working in the auditee. 5 out of 95 employees were local citizens and the other 90 employees were migrants from other provinces of China. 10 out of 95 employees were management and the other 85 employees were production workers. All 95 employees were hired by the auditee directly. There was no child or young worker found during this audit.

The main products manufactured by the auditee were seamless knitting and underwear not including socks although the auditee's name was "STOCKING Co., Ltd". The main production processes included knitting, cutting, sewing, ironing, inspection, and packing.

Normal working time for all workers was 8 hours per day in one shift and 5 days per week. The normal working hours was 8:00-11:30, 12:30-17:00, if needed 2 hours' overtime from 18:00 to 20:00. Electric attendance system was used for time keeping and every employee should make their attendance themselves when they go in and out the workshop. Attendance records from June 1, 2019 to July 2, 2020 were provided and 15 samples were randomly selected from May 2020, November, and August 2019 for review. Per provided attendance records, sample workers maximum daily overtime hours were 2 hours and maximum weekly working hours were 58 hours. All workers could receive at least one day off per each seven-day period. There was no obvious peak season in the auditee.

Local legal minimum wage standard is RMB1800 per month since December 1, 2017. Payrolls from June 2019 to May 2020 were provided, and 15 samples were randomly selected from May 2020, November, and August 2019 for review. As shown in the payroll, wages were calculated on hourly rate basis. The paid minimum wage was RMB2400 per month, which was higher than the local minimum wage standard. For overtime wages, the auditee paid 150% of normal payment for overtime working on normal working days and paid 200% of normal payment for overtime working on Saturdays. Wages were paid by cash on or before 20th of each month. Paid annual leave, public holidays, sick leave, marriage leave, maternity leave and funeral leave were defined and provided to workers. No illegal deduction was deducted from workers' wages.

It was noted that there were 95 workers including 8 retired workers, but no newly joined worker, temporary or dispatch worker worked in the auditee currently. The social insurance payment receipts of past one year were provided for review. According to the social insurance payment receipt of May 2020, it was noted that 24 workers (28%) had participated in the pension insurance, medical insurance, maternity insurance and unemployment insurance, 85 workers (98%) had participated in the work-related injury insurance. The retired worker could not participate in social insurance. Besides, the auditee did not purchase the commercial accident insurance for other workers. No social insurance waiver was obtained by the auditee.

Declaration for documentation:

1. There was no contractor used by the auditee, which makes the contractor license/permit not applicable.
2. There are no agencies used by the auditee, which makes the agency labour contract not applicable.
3. There was no government waiver in the auditee.
4. There was no fire service inspection certificate or report of acceptance checks for completion of all buildings they were using provided by the auditee provided by the auditee.

5. There was no collective bargaining agreement in the auditee.

The performance areas needed improvement were PA1, PA2, PA5, PA6, PA7 and PA10.

All the findings were discussed with the management in the closing meeting. The auditee signed the onsite finding report, BSCI COC & TOI. The auditor reminded the auditee that they should submit the Remediation Plan into the BSCI Platform within 60 days. The management was receptive of all the findings and gave the willingness to take appropriate corrective actions.

The auditor conducted this audit (Lisa Zhou/RA21703845) was an APSCA registered auditor.

Ratings Summary



Auditee's background information			
Auditee's name :	YIWU FANGYUAN STOCKING CO., LTD.	Legal status :	Ltd company
Local Name :	义乌市方圆袜业有限公司 (913307827210265507)	Year in which the auditee was founded :	2000
Address :	No.25 Suxin Street, Suxi Town,	Contact person (please select) :	Hangbiao Fang
Province :	Zhejiang	Contact's Email :	peter@fangyuansocks.com
City :	Yiwu City	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) :	N/A
GPS coordinates :	N29°23'50" E120°7'54"	Total turnover (in Euros) :	480000.00
Sector :	Non-Food	Of which exports % :	80.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	20.00
If other, please specify :	N/A	Production volume :	450000 pcs per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	N/A	Lost time injury calculation cost :	No
Product Type :	underwear, seamless knitting		

Auditee's employment structure at the time of the audit		
Total number of workers :	95	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	53	42
Temporary workers	0	0
In management positions	8	2
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	51	39
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	53	42
Production based workers	45	40
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 - 185200] Audit Date: 02/07/2020 PA Score: D

Deadline date:31/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee had established the social responsibility policy and set up some management procedures to implement the amfori BSCI Code of Conduct, but not all policies were properly implemented. Mr. Gaozhen Wang/Administration Manager was appointed to ensure that the amfori BSCI values and their level of alignment with amfori BSCI COC, and he was clear about the new amfori BSCI values and principles. The auditee had provided amfori BSCI training to the relevant responsible person. The auditee had good overview of significant business partners and their level of alignment with the amfori BSCI COC. Based on satisfactory evidence, the main auditee partially respected this principle.

被审核方确立了社会责任方针并建立了确保amfori BSCI行为守则有效实施的管理制度，但是不是所有制度都得以有效实施。被审核方指定了王高珍/行政经理以确保充分遵循amfori BSCI价值和原则要求，并了解amfori BSCI要求。被审核方也提供amfori BSCI的培训给相应的负责人。被审核方对其主要商业伙伴及其遵守amfori BSCI行为守则的水平有了解。基于令人满意的证据，主要被审核方部分尊重amfori BSCI的本条原则。

- 1.1 -** The auditee had set up the management procedures to implement the BSCI Code of Conduct, but not all policies were properly implemented. Some areas of improvement were detected on Performance Area 1, 2, 5, 6, 7 and 10.

被审核方有建立管理程序来执行BSCI，但不是所有的程序都能有效执行。在执行领域1、2、5、6、7和10有发现需要改善项。

- 1.4 -** It was noted that the auditee had established the production capacity assessment procedure, but they had not assessed production capacity, which led to overtime hours exceeding legal requirement.

被审核方已建立生产能力评估程序，但还未进行生产能力评估，从而导致加班时间超过法定要求。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 185200] Audit Date: 02/07/2020 PA Score: B

Deadline date:31/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Workers and their representatives conducted meetings periodically to communicate workplace issues and employees also could report to management orally. Suggestion box was installed in the auditee and grievance procedure was established in the auditee. The auditee had defined long term goals and provided trainings to managers and workers. Based on satisfactory evidence, the main auditee partially respected this principle.

员工与他们的代表定期召开会议来沟通，员工也可以口头向管理层汇报问题。被审核方安装了意见箱、并建立了申诉制度。被审核方有制定长期目标来保护员工权益，并提供了培训给管理层和员工。基于令人满意的证据，主要被审核方部分尊重amfori BSCI的本条原则。

- 2.4 -** It was noted that the auditee had provided trainings to workers and worker representative on BSCI Code of Conduct. However, 80% interviewed workers did not know BSCI requirements clearly according to the worker interview.

被审核方有对相关员工和员工代表进行BSCI行为准则的培训。但根据员工访谈，80%被访谈的员工对BSCI的要求并不是很了解。

- 2.5 -** The auditee used suggestion box as one channel of grievance mechanism, however the suggestion box was set at the entrance of the building, which could not ensure the privacy of employee who is using it could be protected properly. Besides, the auditee did not receive any grievance record from the suggestion box in past one year.

被审核方采用了意见箱作为员工的申诉渠道之一，但是意见箱设置在大楼出入口，不能确保员工私下申诉时得到合理的保护。且过去一年被审核方没有通过意见箱收集到任何申诉记录。

Remarks from Auditee:

None

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

Full Audit [Audit Id - 185200] Audit Date: 02/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on site observation, management and workers interview and document review, there was no labor union in the company, but there was worker representative voted by all workers in the auditee. Current 2 worker representatives were voted by all workers in June 2019. Meetings between worker representatives and management were conducted about quarterly and the last one was in June 2020. Workers could raise their concerns through suggestion box, worker representative or management directly. Based on satisfactory evidence, the main auditee respected this principle.

根据现场观察、管理层及员工访谈、文件审核，受审核方没有工会，但是有由所有员工选举的员工代表。本届2员工代表于2019年6月由所有员工选举产生。员工代表与管理层沟通会议约每季度进行，最近一次会议是2020年6月召开。员工可以通过意见箱、员工代表，或直接向管理层反映自己的意见。基于令人满意的证据，主要被审核方尊重这个原则。

Remarks from Auditee:

None

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 185200] Audit Date: 02/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, the auditee established the Anti-discrimination policy and implemented it accordingly. Management and workers stated that the auditee prohibited pregnancy testing as a condition of employment or continued employment. Through documents review (such as personnel files, labor contracts, payroll records, attendance records and resignation records), management interview and workers interview, no evidence showed that discrimination existed in the auditee. Based on satisfactory evidence, the main auditee respected this principle.

根据现场观察、管理层及员工访谈、文件审核，受审核方有建立反歧视的政策，并按要求执行。管理层及员工称被审核方严禁把做怀孕测试作为雇佣或继续雇佣的条件。通过文件审核（如人事档案、劳动合同、工资表、考勤记录及辞工记录）、管理层访谈、员工访谈，未发现歧视。基于令人满意的证据，主要被审核方尊重这个原则。

Remarks from Auditee:

None

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 185200] Audit Date: 02/07/2020 PA Score: A

Deadline date:31/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on site observation, management and worker interview and document review, employees were paid no less than local minimum wage, the company paid 150%, 200% and 300% of normal rate wages for overtime hours on normal working days, rest days and official holidays respectively. Through labour contracts review, management interview and employees interview, employees were paid on hourly rate basis on or before 20th of each month by cash. Furthermore, the company would provide benefits such as sick leave, annual leave, childbearing leave and work-related injury leave, etc. according to local law requirement. Based on satisfactory evidence, the main auditee partially respected this principle.

根据现场观察、管理层及员工访谈、文件审核，员工的工资不低于当地的最低工资，受审核方在平日加班、休息日及法定假日加班分别支付正常工资的1.5倍、2倍、3倍。通过查看劳动合同、管理层访谈及员工访谈，员工工资是计时的，在每月20号或之前通过现金发放。此外，公司按法规要求提供福利，如病假、年假、产假及工伤假等。基于令人满意的证据，主要被审核方部分尊重amfori BSCI的本条原则。

- 5.5 - It was noted that there were 95 workers including 8 retired workers, but no newly joined worker, temporary or dispatch worker worked in the auditee currently. The social insurance payment receipts of past one year were provided for review. According to the social insurance payment receipt of May 2020, it was noted that 24 workers (28%) had participated in the pension insurance, medical insurance, maternity insurance and unemployment insurance, 85 workers (98%) had participated in the work-related injury insurance. The retired worker could not participate in social insurance. Besides, the auditee did not purchase the commercial accident insurance for other workers. No social insurance waiver was obtained by the auditee. According to the management interview and worker interview, the reason why the other workers did not participate in the social insurance was because they were not willing to bear the co-payment part of pension insurance, medical insurance and unemployment insurance. Reference law/regulation: Article 72 and 73 of the PRC Labor Law.

审核发现被审核方包含8名退休员工在内当前共有95名员工，没有新进员工、临时或派遣工。此次审核提供了过去一年的社保缴纳记录。根据2020年5月份的社保记录，24名员工（28%）参加了养老、医疗、生育和失业保险，85名员工（98%）参加了工伤保险。达到退休年龄员工没法购买以上社会保险。此外被审核方没有给其余员工购买商业工伤保险。被审核方没有获得社保豁免批文。根据管理人员访谈和员工访谈，没有参加社保的员工是因为他们不愿意承担养老、医疗和失业的自费部分。参照法规：《中华人民共和国劳动法》第72、73条的规定。

Remarks from Auditee:

None

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 185200] Audit Date: 02/07/2020 PA Score: D

Deadline date:31/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee used electronic attendance records system to record employees' attendance situation. The employees scanned their IC cards to check in and check out. Through document review and employee interview, normal working hours are 8 hours per day from Monday to Friday and 40 hours per week, which was in compliance with law. 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. The workshop manager would not disturb the employees to have a rest, to go to toilet or to go to drink. Based on satisfactory evidence, the main auditee partially respected this principle. 被审核方使用电子考勤系统记录员工出勤情况，员工每天上下班刷IC卡。通过提供的考勤文件审核和员工访谈，正常工作时间为自周一至周五每天8小时每周40小时。通过提供的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。被审核方的车间主管并不干扰员工在工作期间有短暂休息，去喝水或者上厕所。基于令人满意的证据，主要被审核方部分尊重amfori BSCI的本条原则。

- 6.2 -** It was noted that the monthly overtime hours for all 15 randomly selected workers were 62 hours in May 2020 (current month), 82 hours in November 2019 (random month) and 84 hours in August 2019 (random month), which exceeded legal overtime limit: 36 overtime hours per month. Besides, according to the management interview and workers interview, the reason why the monthly overtime hour exceeded the legal overtime limit was because the auditee did not arrange the orders well in above months. The auditee had reduced the overtime hours gradually. Reference law/regulation: Article 41 of the Labor Law of the PRC.
审核发现随机抽取的所有15名员工在2020年5月（当前月）月加班时间为62小时，在2019年11月（随机月）月加班时间为82小时，在2019年8月（随机月）月加班时间为84小时，超过了法定的月加班不超36小时的限定。此外根据管理人员访谈和员工访谈，以上月份月加班超时是因为没有合理安排好订单。被审核方已经逐步在减少加班时间。参照法律法规：《中华人民共和国劳动法》第41条。

Remarks from Auditee:

None

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 185200] Audit Date: 02/07/2020 PA Score: A

Deadline date: 31/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee had regularly carried out risk assessments for safe, healthy and hygienic working conditions. Through employees interview, the auditee trained them when they participated in the auditee, including the health and safety training, work skill training, etc. The auditee had installed an adequate amount of and properly working firefighting equipment, such as fire extinguishers and fire hydrants. The auditee had ensured that escape routes, aisles and emergency exits in the production site were not blocked, easily accessible and clearly marked. The auditee had provided earplugs and masks to employees. The auditee had provided qualified first aid kits in the workshop and warehouse. But based on satisfactory evidence, the main auditee partially respected this principle. Remark: No canteen or transportation was provided for the workers.

被审核方有定期执行有关安全、健康和卫生工作条件的风险评估。经员工访谈，每位员工入职时，均会安排培训，培训包括健康安全、岗位操作。被审核方已安装了足够的合适的消防设备，如灭火器和消防栓。被审核方保持生产车间的逃生路线、走廊和紧急出口未被堵塞、容易进入并且清晰标记。被审核方有提供耳塞、口罩等劳保用品给员工。被审核方在车间和仓库有提供符合要求的急救药箱。基于令人满意的证据，主要被审核方部分尊重了amfori BSCI的本条原则。备注：被审核方没有为员工提供食堂和交通工具。

7.2 - The social insurance payment receipts of past one year were provided for review. According to the social insurance payment receipt of May 2020, it was noted that 85 out of 95 workers had participated in the work-related injury insurance. Not all workers were covered by work-related injury insurance. The auditee did not purchase the commercial accident insurance for these workers. In case of accident, these 10 workers (who were not covered by the work-related injury insurance) were not protected. No social insurance waiver was obtained by the auditee. Reference law/regulation: Article 33 of the Social Insurance Law of the PRC.

被审核方提供了过去一年的社保缴费记录，通过查阅2020年5月份的社保显示，全厂95名员工中85名参加了社会工伤保险，也就是说并不是所有的员工都被社会工伤保险覆盖。同时被审核方也没有为这些人购买商业意外险；一旦发生工伤，这些员工（没有参加工伤保险的10名员工）不能得到保障。被审核方没有获得社保批文。参考法律法规：《中华人民共和国社会保险法》第33条。

7.3 - It was noted that the auditee did not provide occupational health examination for the workers who were exposed to hazardous work environment, such as 12 workers in the knitting section (contact with the dust and noise). Reference law and regulation: The People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.

审核发现被审核方没有给长期接触职业危害的员工提供职业健康检查，如织造车间12名员工（接触粉尘和噪音）。参考法律法规：《中华人民共和国职业病防治法》第三十五条。

7.4 - It was noted that workers or worker representatives were not involved in the OHS risk assessment. Although the auditee provided training on H&S risk for workers and held regular EHS meeting and worker can come up with its question on workplace with management, workers and their representatives were not involved in the drafting and established the internal procedures on health and occupational safety.

审核发现员工或员工代表未参与健康安全风险评估。尽管被审核方已提供健康安全培训给员工并且定期召开环境健康安全会议，员工可以在会上提出任何关于工作场所的问题给到管理层，但是在起草和制订职业健康安全内部程序的过程中，没有员工和员工代表参与。

7.6 - It was noted that all 12 workers in the knitting section (contacting with the dust and noise) only worn earplugs and did not wear anti-dust mask, which were provided by the auditee. Reference law and regulation: Safety Manufacturing Law article 42.

审核发现织造车间所有12名员工仅佩戴了耳塞没有佩戴防尘口罩（接触粉尘和噪音）。参考法律法规：《中华人民共和国安全生产法》第42条。

7.7 - It was noted that no secondary container (anti-leakage device) was provided for two barrels of machine oil used in the machine repair room. Reference law and regulation, Regulation for Safety of Dangerous Chemical Article 20.

审核发现机修间使用的2桶机油没有提供二次容器。参考法律法规：危险化学品安全管理条例第20条。

7.17 - It was noted that no needle guard was equipped to 50% sewing machines in the sewing section. Reference Law and regulation: Safety Manufacturing Law article 29

审核发现缝纫车间50%缝纫机没有安装针挡。参考法律法规：《中华人民共和国安全生产法》第29条。

7.25 - It was noted that some goods in the warehouses were directly leaned against the wall, the distance between the goods and wall was less than the legal required 0.5 meters. Reference law/regulation, General Rules for Fire Safety Management of Storage Occupancies, GA1131-2014, Article 6.8.

审核发现被审核方仓库部分货物靠墙存放，离墙距离小于法定的0.5米。参考法律法规《仓储场所消防安全管理通则》GA1131-2014第6.8条。

Remarks from Auditee:

None

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 185200] Audit Date: 02/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding prohibition child labor and remedial measure on child labor. As per procedure on hiring and HR management, the company would authenticate ID cards through eye-measurement, interview, physical appearance comparison. During this audit, through documents review (reviewing personnel file, identification card and roster, etc), workers interview and management interview, there was no child labor and young worker identified. The youngest worker hired by the auditee was 21 years old. Based on satisfactory evidence, the main auditee respected this principle.

根据现场观察、管理层及员工访谈、文件审核，受审核方有建立禁止使用童工的程序及童工补救措施。依照程序及HR管理层，公司会通过目视、访谈、与员工比对应等方式去鉴别身份证。在本次审核中，通过文件审核（如人事档案、身份证、员工花名册等）、员工访谈及管理层访谈，没有发现童工及未成年工。最小员工的年龄是21岁。基于令人满意的证据，主要被审核方尊重这个原则。

Remarks from Auditee:

None

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 185200] Audit Date: 02/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding Young Worker Protection Management Procedure and implemented it accordingly. No young worker was found during this audit. The youngest worker hired by the auditee was 21 years old. Based on satisfactory evidence, the main auditee respected this principle. 根据现场观察、管理层及员工访谈、文件审核，受审核方有建立未成年工人保护程序，并按要求执行。本次审核未发现未成年工。最小员工的年龄是21岁。基于令人满意的证据，主要被审核方尊重这个原则。	
Remarks from Auditee: None	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 185200] Audit Date: 02/07/2020 PA Score: A	Deadline date:31/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding Hiring Procedure and implemented it accordingly. The auditee signed labor contract with each employee within one month after hiring and employees obtained one contract. But based on satisfactory evidence, the main auditee partially respected this principle. 根据现场观察、管理层及员工访谈、文件审核，受审核方有建立雇佣程序，并按要求执行。受审核方在员工入职一个月内与每位员工签订劳动合同，同时会给一份给员工。但是基于令人满意的证据，主要被审核方部分尊重amfori BSCI的本条原则。 10.3 - It was noted that no occupational hazards notification for relevant operators was informed in labor contract reviewing, such as 12 workers in the knitting section who contacting with the noise and dust. Reference Law: Article 33 of Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2017). 审核发现被审核方没有在劳动合同中对有害岗位进行职业危害告知，如织造车间接触噪音和粉尘的12名员工。参考法律法规：中华人民共和国职业病防治法（2017）第33条。	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 185200] Audit Date: 02/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on site observation, management interview and worker interview, no prison labors were used by the auditee, workers conducted overtime work voluntarily, they could leave the auditee freely after shift ended, and terminate the employment relationship after the leave application was submitted one month in advance. Confirmed through employee and employee representative interview, no physical or verbal abuse was noted with the auditee. Based on satisfactory evidence, the main auditee respected this principle. 被审核方制定了禁止强迫劳动相关的书面程序，并将此程序传达给所有的管理层以及员工。基于现场观察、管理层访谈以及员工访谈，被审核方没有使用监狱工，员工自愿加班，在工作结束后他们可以自行离厂，在提前一个月提交辞职申请后可以终止雇佣关系。通过员工和员工代表面谈，确认被审核方不存在体罚和口头侮辱。基于令人满意的证据，主要被审核方尊重这个原则。	
Remarks from Auditee: None	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 185200] Audit Date: 02/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The relevant procedures were established to protect environment and save energy such as electricity, water source and etc. Through onsite observation, the auditee had no obvious influence on the environment. The auditee had identified the environmental laws and regulations and updated regularly. Based on satisfactory evidence, the main auditee respected this principle. 被审核方制定了关于保护环境、节约资源，比如电能、水资源等的相关制度。经现场观察，被审核方未造成周边环境显著的破坏影响。被审核方有识别环境的法律法规，并定期更新。基于令人满意的证据，主要被审核方尊重这个原则。	
Remarks from Auditee: None	

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 185200] Audit Date: 02/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee had established written ethic policy and none of any act of corruption, or any form of bribery in its activity was noticed during this audit. The auditee kept accurate information regarding its own activities, structure and performance during this audit. Auditor reviewed the payrolls and attendance records provided by main auditee, cross checked these records with other records such as warehouse records, and interviewed workers, no inconsistency was identified. Based on satisfactory evidence, the main auditee respected this principle.

被审核方制定了书面的廉政政策并且在审核过程中并没有发现任何腐败或贿赂的商业行为。此次审核中被审核方保留了有关其商业活动、架构和绩效的准确信息。审核员审核了工资表和考勤记录，交叉检查了其它一些记录，如仓库进出库记录，和员工进行了访谈，没有发现不一致。基于令人满意的证据，主要被审核方尊重这个原则。

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	02/07/2020	185200	D	B	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos



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



Photo of fire safety equipment
Fire hydrant testing.JPG



Photo of the dormitories (if applicable)
Dormitory room.JPG



External photo(s) of the production unit(s)
Auditee name- doorplate-main entrance.JPG



Photo of fire safety equipment
Fire Hydrant inside.JPG



Photo of the inside of the main production hall
Cargo lift.JPG



Photo first aid facilities
Eye wash machine.JPG



Photo of fire safety equipment
Fire Hydrant.JPG



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



Photo first aid facilities
First aid kit inside.JPG



Photo of fire safety equipment
Fire spraying system.JPG



Photo of the inside of the main production hall
Drinking water.JPG



Photo first aid facilities
First aid kit.JPG



Photo of fire safety equipment
Firefighting equipment inspection record.JPG



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

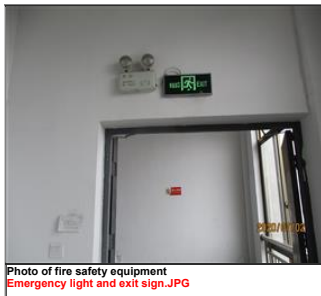




Photo of fire safety equipment
Evacuation sign.JPG



Photo of non-conformity
NC-The suggestion box was set at open area.JPG



Photo of the inside of the main production hall
Sewing section.JPG



Photo of fire safety equipment
Fire alarm.JPG



Photo of the code of conduct on display
BSCI COC displayed.JPG



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



Photo of fire safety equipment
Fire extinguishers maintenance record.JPG



Photo of the dormitories (if applicable)
Dormitory building.JPG



Photo of the sanitary facilities
Soap and paper provided in the toilet.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of the dormitories (if applicable)
Dormitory interior.JPG



Photo of the sanitary facilities
Toilet.JPG