



# BSCI Audit Summary Report

**NAME OF THE PRODUCER : SHENZHEN CHUNWANG ENVIRONMENTAL PROTECTION TECHNOLOGY CO., LTD.**

**DBID : 340385**

**DATE OF THE AUDIT : 11/11/2015**

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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform.

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## Producer Information

Name of producer :	Shenzhen Chunwang Environmental Protection Technology Co., Ltd.		
DBID number :	340385		
Audit ID :	39302		
Address :	No. 7-8 Plants, Langbei Road, Sixth Industrial Area, Tongle Community, Longgang Street, Longgang District, Shenzhen		
Province :	Guangdong	Country :	China
Management Representative :	Mr. Liu Xunyun/ H.R Manager		
Contact person:	Mr. Liu Xunyun		
Sector :	Non-Food	Industry Type :	Others
Product group :	Others	Product Type :	drying agent, deodorant

## Audit Details

Type of audit :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Re-Audit		
Sub type of audit :	<input type="checkbox"/> Combined audit	<input type="checkbox"/> Special investigation- RUC	<input type="checkbox"/> Special investigation- Other	<input type="checkbox"/> Unannounced/ Semiannounced
Audit date :	11/11/2015	Audit Duration :	1.500	
Audit methodology :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Primary Production		
Auditing Company :	TUEV Rheinland			
Auditing Company Branch :	TUV Rheinland China			
Auditing company address :	No.199 Kezhu Road, Guangzhou Science City,,,,			
Lead Auditor Name(SA8000 Certificate Number) :	Felix Yu (A8733)			
Team Member Name(SA8000 Certificate Number) :				

## Audit Results for Part B tier I

Total Score Part B tier I:	<input type="checkbox"/> Good	<input checked="" type="checkbox"/> Improvements Needed	<input type="checkbox"/> Non-Compliant
Total Number of deviations in crucial questions :	0 / 35		
Agreed date for closing the Corrective Action Plan ( If applicable ) :	10/11/2016		
Contingencies to be reported :	<input type="checkbox"/> Aborted	<input type="checkbox"/> Partially Conducted	<input type="checkbox"/> Combined With Other Systems
	<input type="checkbox"/> Desktop Review	<input type="checkbox"/> Others	

## Audit Results for Part B tier II (Only relevant if Primary Production Methodology is used)

Please refer to section "Sampled Units Tier II" and "Audit Sample CAP B"

Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

## Audit Master Data Part A

For more details of the company, see complete Master Data in the on-line Audit Report

General information on the Producer			
Name of producer :	Shenzhen Chunwang Environmental Protection Technology Co., Ltd.		
Address :	No. 7-8 Plants, Langbei Road, Sixth Industrial Area, Tongle Community, Longgang Street, Longgang District, Shenzhen		
Year of foundation :	2004		
Legal status :	Co., Ltd.		
Turnover (in euros) :	4800000.000		
Main contact person :	Mr. Liu Xunyun		
Language spoken :	Chinese		
Valid GlobalG.A.P Certificate :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Other Social audit :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Social audit name :	N/A

## Auditors' notes

### Producer's background

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### Chapter summary

Chapter	Chapter Summary
B.1. Management Practice	The factory did not use the subcontractors in the last 12 months.
B.2. Documentation	This is re-audit. The chapter was not audited.
B.3. Working Hours	Normal working hours: 8:00am to 12:00pm, 1:30pm to 5:30pm. If needed, the daily 2 hours' overtime was from 18:00 to 20:00. According to interview with workers, they could leave from overtime with verbal notification. Attendance records of 12 workers from November 2014 to the audit date were reviewed. Face scan attendance system was used for recording In/Out each shift. Standard workdays were from Monday to Friday. Sunday was guaranteed as the rest day. The maximum overtime hours were 2 hours per day, 18 hours per week. The monthly overtime hours of 12 out of 12 randomly selected employees were 70~82 hours from November 2014 to the audit date.
B.4. Compensation	The payrolls of total 12 employees from November 2014 to October 2015 were randomly sampled and verified. Wages were paid in cash on or before 10th of each month and the factory would provide pay slip on the payment day. No illegal deduction was made from wages. The employee was paid on monthly rated with at least RMB2030 per month, which was equal with the local minimum wage standard. Overtime premium was paid as 150%, 200% and 300% of normal rate. Annual leaves with salary were provided according to legal requirement. Social insurance purchased for employees and payment receipts from November 2014 to October 2015 were reviewed. The factory had purchased social insurance including retirement, unemployment, medical, work-related injury and bearing insurance for all 151 employees.
B.5.1. Child Labour	Based on observation and document review, there was no child labour found in the factory.
B.5.2. Young Workers	Based on observation and document review, there was no young worker found in the factory.
B.6. Forced Labour / Disciplinary Measures / Prison Labour	Based on interview with management and workers, there was no prison labour found in the factory.
B.7. Freedom of Association and Collective Bargaining	There was no bargaining agreement conducted in the factory.
B.8. Discrimination, Harassment and Abuse	This is re-audit. The chapter was not audited.
B.9. Working Conditions	This is re-audit. The chapter was not audited.
B.10. Health and Social Facilities	The factory did not provide the area for food storage. The factory did not provide transportation to employees.
	Training records on fire extinguisher usage and machine safety operation

Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

B.11. Occupational Health and Safety (OHS)	were reviewed. The factory conducted regular check for firefighting devices and evacuation routes.
B.12. Dormitories (if not applicable, go to B.13)	This is re-audit. The chapter was not audited.
B.13. Environment	This is re-audit. The chapter was not audited.

Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

## Part B Tier I - Overall Summary

Chapter	Full Audit Results (16082 and 06/05/2014)					Penultimate Re-Audit Results (23613 and 14/11/2014)						Last Re-Audit Results (39302 and 11/11/2015)					
	G	IN	NC	NA	%	G	IN	NC	NA	NR	%	G	IN	NC	NA	NR	%
B.1. Management Practice	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	83.33	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.2. Documentation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	66.67	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.3. Working Hours	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	80.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	80.00
B.4. Compensation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	44.44	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.5.1. Child Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.5.2. Young Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.00
B.6. Forced Labour / Disciplinary Measures / Prison Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.7. Freedom of Association and Collective Bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.8. Discrimination, Harassment and Abuse	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.9. Working Conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.10. Health and Social Facilities	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	75.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.11. Occupational Health and Safety (OHS)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	84.62	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	89.74	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	92.31
B.12. Dormitories (if not applicable, go to B.13)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	87.50	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.13. Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
Total	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	81.30	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	95.93	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	96.75

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## In House Production Structure

Department	Function in production	Number of Workers	Number of shifts	Shift 1		Shift 2		Shift 3	
				From	To	From	To	From	To
Finances	Finances	5	1	8:00 AM	5:30 PM				
Human Resources	HR	2	1	8:00 AM	5:30 PM				
Sales	Sales	30	1	8:00 AM	5:30 PM				
Services	Logistics, Cooks, cleaners,safety guards	16	1	8:00 AM	5:30 PM				
Warehouse	Warehouse	4	1	8:00 AM	5:30 PM				
Quality Control	QC	6	1	8:00 AM	5:30 PM				
Production	Printing	3	1	8:00 AM	5:30 PM				
Production	Assembly, packing	85	1	8:00 AM	5:30 PM				

## In House employment Structure at the time of the audit

Total number of workers :	151		
Male		Female	
Permanent workers	86	Permanent workers	65
In management position	21	In management position	26
On probation	0	On probation	0
National migrants	75	National migrants	52
Salaried workers	21	Salaried workers	26
Temporary workers (odd jobbers)	0	Temporary workers (odd jobbers)	0
Apprentices	0	Apprentices	0
With disabilities	0	With disabilities	0
Cross-border migrants	0	Cross-border migrants	0
Production based workers	65	Production based workers	39
		Pregnant	0
		On maternity leave	0

## Outsourced structure

Unit	Function in the chain	Contact person	Business relation -ship since	Location/ Address				Distance to the company in km	Main product	Certificates and social audits (if applicable)	Number of workers	Part of the ISMS (if applicable)	Part of the audit sample
				Address	City	State	Country						
Shandong Xin silica gel Co., Ltd.	subsupplier	Ms. Hu	2011	Xinxu Industrial Zone, Dongguo Town	Tengzhou	Shandong	China	1600	Silica gel	No	400	No	Yes
Dongguan Houjie Tongxi Packing Factory	subsupplier	Mr. Wan	2012	Baihao precinct, Houjie Town	Dongguan	Guangdong	China	100	Composite paper	No	50	No	Yes

## Dormitories (if applicable)

Dormitory Id	If dormitories are provided, please fill in the address for each location or type "N/A" if not applicable				Number of individuals living in the dormitories provided by the company	Number of families living in the dormitories provided by the company	Number of sqm/individual
	address	city	state	country			
17003	No. 7-8 Plants,Langbei Sixth Industrial Area,Tongle Community,Longgang District, Shenzhen,China	Shenzhen	Guangdong	China	40	0	5

## Corrective Action Plan (CAP) B Tier I

Chapters and Subchapters	Crucial	Score	CAP	Responsible Person	Deadline date
B.3. Working Hours			<p><b>Full Audit(16082):</b> The minimum wage, overtime wage and working hours could not be verified due to the below reasons: A. The facility used face scan attendance system and manual attendance record at the same time, but through the face scan attendance system review, it was noted that the employees only scan their face for the normal working hours, but they would not scan their face when overtime, so the face scan attendance system was insufficient. For example, worker A had 11 working hours on December 9, 2013 on the manual attendance record, but the face scan system only records the attendance on 07:43, 12:02, 12:29 and 17:45. B. Through management interview, the management claimed the payroll was paid based on the manual attendance records. But through the manual attendance records which were recorded by leader, it was noted that there was no actual time for in/out, only one total working time in one day without the employees' sign. And through the manual attendance records in December 2013, there was some changed on the records, but no anyone sign on it. It is recommended that the facility should provide accurate and complete records so that the issues of minimum wage and overtime wage could be verified. 本次审核中工厂的最低工资, 加班工资和工作时间不做判定, 原因如下: A. 工厂同时使用人脸识别系统和手工考勤作为员工的考勤记录, 而通过审核人脸识别系统, 发现员工仅在正常上班的时候用人脸识别, 而加班的时候就不用人脸识别, 所以这个系统数据是不完整的。如员工A的手工考勤显示该员工在2013年12月9日共上班11小时, 但是人脸识别上面在当天仅记载了以下四个刷卡时间: 07:43, 12:02, 12:29 and 17:45. B. 通过与管理层访谈, 工厂管理人称员工的工资是以手工考勤为主。而通过审核工厂的组长记录的手工考勤记录发现并没有员工具体的上下班的进出时间记录, 而每天只记录一个总的工作时间, 并且整月都没有员工的签名确认。通过13年12月份的手工考勤查看, 发现记录上面有做改动的地方, 同样没有任何人签名 建议工厂提供完整准确的考勤记录以确保最低工资, 加班工资和工作时间可以判定。</p> <p><b>1st Re Audit(19164):</b> This finding had not been corrected. The minimum wage, overtime wage and working hours could not be verified due to the below reasons: 1. Through reviewing the Materials Receiving Records, it was noted that employee A had working records on July 5, 2014, employee B had working records on July 26, 2014, but the attendance records provided by the facility indicated that these employees rest on that days; 2. Through reviewing the Daily Production Records, it was noted that employee C had working records on August 3, 2014, but the attendance records provided by the facility indicated that the employee rest on that day; 3. Through reviewing the Materials Delivering Records of warehouse, it was noted that employee D had working records on July 27, 2014, but the attendance records provided by the facility indicated that the employee rest on that day. It is recommended that the facility should provide accurate and complete records so that the issues of minimum wage and overtime wage could be verified. 本次审核中工厂的最低工资, 加班工资和工作时间不做判定, 原因如下: 1. 通过查看领料单, 发现有员工A在2014年7月5日的</p>		

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

B.3.4. Working hours	No	(-) [Minus]	<p>工作记录, 有员工B在2014年7月26日的工作记录, 但是工厂提供的考勤显示上述员工在上述日期都是休息的; 2. 通过查看生产日报表, 发现有员工C在2014年8月3日的工作记录, 但是工厂提供的考勤显示上述员工在上述日期是休息的; 3. 通过查看仓库发料单, 发现有员工D在2014年7月27日的工作记录, 但是工厂提供的考勤显示上述员工在上述日期是休息的。建议工厂提供完整准确的考勤记录以确保最低工资, 加班工资和工作时间可以判定。Remark: It was noted that the monthly overtime hours of 5 out of 10 randomly selected employees were 36.5-41.5 hours on May 2014, 6 out of 10 randomly selected employees were 50-59 hours on June 2014 and 6 out of 10 randomly selected employees were 51.3-66.3 hours on July 2014. 审核中发现, 随机抽取的10名员工中有5名员工在2014年5月的月加班时间为36.5-41.5小时, 随机抽取的10名员工中有6名员工在2014年6月的月加班时间为50-59小时, 随机抽取的10名员工中有6名员工在2014年7月的月加班时间为51.3-66.3小时。</p> <p><b>2nd Re Audit(23613):</b> Re-audit (November 14 2014): Not Corrected. The attendance records of 12 randomly selected employees from 12 August 2014 to the audit date were draw for review, and the attendance records were verified by workers through worker interview. However, in accordance with the PRC Labor Law article 41: The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and laborers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of laborers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours. It was noted that the monthly overtime hours of 12 out of 12 randomly selected employees were 39-51 hours from August 2014 to the audit date. It is recommended that the facility should reduce the overtime hours to ensure it is within 36 hours per month. 依据《中华人民共和国劳动法》第41条, 用人单位由于生产经营需要, 经与工会和劳动者协商后可以延长工作时间, 一般每日不得超过一小时; 因特殊原因需要延长工作时间的, 在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时, 但是每月不得超过三十六小时。审核中发现, 随机抽取的12名员工中的12人从2014年8月到审核当天的月加班时间为39-51小时。建议企业减少员工的加班时间, 确保每月的加班时间不超过36小时。</p> <p><b>3rd Re Audit(39302):</b> Re-audit (November 11, 2015): Not Corrected. As per provided workers' attendance records from November 2014 to audit date, it was noted that 12 out of 12 sampled workers' monthly OT exceeded legal required (Max. 36 hours a month) and the max. monthly OT were 82 hours, such as in August 2015; Max. weekly working hours were 58 hours. 根据工厂提供从2014年11月至审核当日的考勤, 抽样12名的工厂工人月度加班时间均超出法定要求36小时, 2015年8月达到月加班最大82小时; 周上班最大58小时。According to BSCI requirements ( B.3.4) and article 41 of China Labor Law, the factory should arrange workers' monthly overtime hours not more than 36 hours and weekly overtime hours not more than 12 hours. 依照BSCI的B.3.4及《劳动法》第41条的要求, 工厂应安排工人的月度加班时间不超过36小时, 周加班不超过12小时。</p>	Mr. Liu Xunyun	10/11/2016
Chapter Score		<input checked="" type="checkbox"/> Good	<input type="checkbox"/> Improvements Needed	<input type="checkbox"/> Non-Compliant	
Number of deviations in crucial questions		0 of 3			

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
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Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

Fulfillment Percentage		80.00%			
B.11. Occupational Health and Safety (OHS)					
B.11.1.5. Risk Assessment and Monitoring	No	( - ) [Minus]	<p><b>Full Audit(16082):</b> 1. In accordance with Provisions on the Supervision and Administration of Workplace Occupational Health Article 20, An employing entity with occupational hazards shall entrust an occupational health technical service agency with corresponding qualification to conduct evaluation on occupational hazard factors at least once every year. An employing entity with severe occupational hazards shall, in addition to the above requirement, entrusts an occupational health technical service agency with corresponding qualification to conduct assessment on occupational hazard status at least once every three years. The results of the evaluation and assessment shall be kept in archive, reported to local administration department of work safety, and announced to the workers. It was noted that the facility did not conduct the occupational hazards factors testing (for example, printing department) . It is recommended that the facility should apply for testing of factors of occupational hazards at least once a year, and keep the reports for review. 依据《工作场所职业卫生监督管理规定》第二十条, 存在职业病危害的用人单位, 应当委托具有相应资质的职业卫生技术服务机构, 每年至少进行一次职业病危害因素检测。职业病危害严重的用人单位, 除遵守前款规定外, 应当委托具有相应资质的职业卫生技术服务机构, 每三年至少进行一次职业病危害现状评价。检测、评价结果应当存入本单位职业卫生档案, 并向安全生产监督管理部门报告和劳动者公布。审核中发现, 企业没有委托进行职业病危害因素检测(如印刷车间)。建议企业至少每年进行一次职业病危害因素检测, 并保存报告以供审核。</p> <p>2. In accordance with the PRC Law of Prevention and Control of Occupational Diseases article 36, the employer shall conduct regular occupational health examination for those laborers who are engaged in using or contacting noxious articles in their working process as required by medical administrative department under the State Council. The occupational health examination should be conducted before laborers start to take work post, in the course of the work post and after leave the work post and employer should inform the laborers of the result of the occupational health examinations. The expense of the occupational health examination should be borne by employers. Employer should not arrange laborers without the occupational health examination to be engaged in the work with using or contacting noxious articles, or laborers with any occupational prohibitions to be engaged in the prohibited work from them. Once the occupational health examination indicates that employee is suffering from the occupational disease in relation to his or her occupation, the employer shall transfer such a laborer out of his or her original work post, and allocate him or her in a proper way. Employer should not rescind or terminate the contracts signed with those employees without the occupational health examination at time of leaving the work post. The occupational health examination should be conducted by the medical organizations authorized by the medical administrative department above province-level. It was noted that all 3 employees in printing department have not ever conducted occupational health examination since they have joined the facility. It is recommended that the facility shall conduct regular occupational</p>	Mr. Liu Xunyun	10/11/2016

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

		<p>health examination for those laborers who are engaged in using or contacting noxious articles in their working process. 依据《中华人民共和国职业病防治法》第三十六条, 对从事接触职业病危害的作业的劳动者, 用人单位应当按照国务院卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查, 并将检查结果如实告知劳动者。职业健康检查费用由用人单位承担。用人单位不得安排未经上岗前职业健康检查的劳动者从事接触职业病危害的作业; 不得安排有职业禁忌的劳动者从事其所禁忌的作业; 对在职业健康检查中发现有与所从事的职业相关的健康损害的劳动者, 应当调离原工作岗位, 并妥善安置; 对未进行离岗前职业健康检查的劳动者不得解除或者终止与其订立的劳动合同。职业健康检查应当由省级以上人民政府卫生行政部门批准的医疗卫生机构承担。在审核中, 发现现在企业的所有印刷员工(共3名)自从入厂后就没有做过职业健康检查。建议企业应提供年度职业健康检查给使用油漆的员工。</p> <p><b>1st Re Audit(19164):</b> 1. This finding had been corrected. Through document review, it was noted that the facility provided its occupational hazards factors testing report for review, which was acceptable. 通过文件查看, 发现工厂提供了职业危害因素检测报告, 可以接受。2. This finding had been corrected. Through document review, it was noted that the facility provided 3 printing employees' occupational health examination report for review, which was acceptable. 通过文件查看, 发现工厂提供了3名印刷员工的职业健康检查报告, 可以接受。</p> <p><b>3rd Re Audit(39302):</b> The facility did not test hazards exposure level in workplace annually. 没有进行工作场所所有有害物质暴露水平年度监测。According to PRC Law of Prevention and Control of Occupational Diseases article 27 and BSCI social requirements (B.11.1.5), the facility should test hazards exposure level in workshop annually. 依照中华人民共和国职业病防治法 第27条和BSCI社会责任的要求(B.11.1.5), 工厂应该每年进行车间有害物质暴露水平监测。</p>			
B.11.4.3. Chemicals	No	( - ) [Minus]	<p><b>2nd Re Audit(23613):</b> Re-audit (14 November 2014): New finding. In accordance with Regulations on Safety in Workplaces Where Chemicals Are Used, Article 12: The chemicals used by the employing units shall have the labels, and the dangerous chemicals should be attached with safety labels. Also, the safety and technical instructions of the chemicals shall be available for operators engaged in the use of the chemical. It was noted that no MSDS was available for chemical raw materials ( e.g. alcohol and fragrance) used at the solid air freshener heating room. The factory should post MSDS at the places where chemicals are used and stored. 根据工作场所安全使用化学品规定第十二条: 单位使用的化学品应有标识, 危险化学品应有安全标签, 并向操作人员提供安全技术说明书。审核中发现在香膏煮料房使用的化学品原料(例如香料和酒精)没有提供物料安全资料表。工厂应在使用和储存化学品的区域张贴物料安全资料表。</p> <p><b>3rd Re Audit(39302):</b> Re-audit (11 November 2015): Not corrected. The MSDS for chemicals were not available at the chemicals usage area e.g. printing workshop. 化学品使用现场如印刷车间没有配置相应的MSDS. According to BSCI requirements (B.11.4.3) and Article 15 of Regulations on Dangerous Chemical Safety Management (2011), the MSDS for chemicals should be presented on the site. 依照BSCI要求(B.11.4.3)及《危险化学品安全管理条例》第15条, 化学品MSDS应该在现场配置。</p>	Mr. Liu Xunyun	10/12/2015
			<p><b>3rd Re Audit(39302):</b> Re-audit (November 11, 2015): New finding Partial safety guarding</p>		

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

B.11.09.3. Machine and Vehicle Safety	No	( - ) [Minus]	covers for rotation part of packaging machines were not closed. 部分包装机的转动部位安全防护门没有关上。According to BSCI requirements(B.11.09.03) and General Rules of Design on Health and Safety of Production Facility (GB5083-1999), article 6.1.2 , the safety guarding should be equipped with rotation part of machine. 依照BSCI要求 (B.11.09.03)及《GB5083-1999 生产设备安全卫生设计总则》第6.1.2要求, 运动部分需要安装机械防护装置。	Mr. Liu Xunyun	10/12/2015
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 6			
Fulfillment Percentage		92.31%			
<b>Total Audit Results for Part B Tier I</b>					
Total Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Total number of deviations in crucial questions		0 of 35			
Overall fulfillment percentage		96.75%			

Score Interpretation	
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Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## Part C: Audit Findings

Chapter
C.1. Policy
C.2. Planning and Implementation
C.3. Management Review
C.4. Control of Subcontractors / Suppliers / Sub-suppliers
C.5. Control of Homeworkers
C.6. Compensation
C.7. Child Labour
C.8. Outside Communication
Total

Score Interpretation	
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Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## Workers Interview Sheet

Workers Interview Sheet			
Workers	Male workers number	Female workers number	% of the total workforce
Total	6	6	7.95
Workers aged < 18 years interviewed	0	0	0.00
Apprentices interviewed	0	0	0.00
Disabled persons interviewed	0	0	0.00
Full time workers interviewed	6	6	7.95
Part time workers interviewed	0	0	0.00
Seasonal workers interviewed	0	0	0.00
Migrant workers interviewed	6	6	7.95
Pregnant workers interviewed		0	0.00

Interview methods used	number (how many)
Number of Individual interviews conducted	6
# of people interviewed in Group(s)	6
# of Interviews conducted on site	12
# of Interviews conducted off site	0
Was an interpreter used?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Language(s) used for worker interviews	Chinese

No. of interview	Essentials (If the number of rows is not enough, please add pages as needed and include with the attachments).
1	Employees claimed they used face scan attendance system and manual attendance records at the same time for time record keeping. Worker representatives were elected by workers. The meeting with management was held every months.
2	Factory have some workers representatives and suggestions or any problems met during work could raise to them, suggestions box also could be used. Fire evacuation drill was participated. Factory provides the PPE freely and first-aid medicine could be used freely when needed. EHS/Labor training was held regularly.
3	8 hrs normal working time Monday to Friday. OT 8 hrs on Saturday if needed. OT or not could decide by themselves. Wage was paid in cash and payslip at 10 of each month. All know how to calculate the wage.
4	Workers could take break for drinking water or using restrooms whenever desired. Workers could leave to go home when normal work was over. There were no reports of discrimination based on age, ethnic background, sex, or religious belief, nor were there any reports of abuse of any kind. Workers were equally treated. Worker representative was elected by the workers freely. The communication meeting between top management and workers was conducted every 3 months.
5	The workers participated in the health and safety training before starting to work. The factory freely provided dormitory or canteen to workers. No significant work-related injury reported last year. Fire drill was conducted regularly. Last drill was conducted in November 2015. Factory provided the PPE freely and first-aid medicine could be used freely when needed.
6	There was one shift operating in the facility as 08:00 AM to 12:00 PM, 01:30 PM to 05:30 PM, Monday through Friday. Daily overtime starting at 06:00 PM and at most 2 hours. Sunday was guaranteed as the rest day. OT was conducted on a voluntary basis. Those workers who did not want to conduct the OT just needed to inform their supervisors verbally. No any punishment was reported for refusing OT.
7	The face scan attendance system was used for recording IN/OUT. The wage was paid in cash at 10th next month. 8 hrs normal working time Monday to Friday. OT 8 hrs on Saturday if needed. OT or not could be decided by themselves. Wage was paid in cash and payslip at 10 of each month. All know how to calculate the wage.
8	The workers participated in the health and safety training before starting to work. The factory freely provided dormitory or canteen to workers. No significant work-related injury reported last year. Fire drill was conducted regularly. Last drill was conducted in November 2015. Factory provided the PPE freely and first-aid medicine could be used freely when needed.

Score Interpretation	
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Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## Child and Young Workers Record Sheet

Child and Young Workers Record Sheet								
Please only complete this table if you have children (anyone below the national minimum age) or young workers (anyone below the national minimum age but below 18 years of age) in your company								
Name	Birthday(dd/mm/yyyy)	Attending school?	Working start date(dd/mm/yyyy)	Department he/she works in	working time schedule (From)	working time schedule (To)	Average working hours per week	Comments
N/A							0.000	

Score Interpretation	
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Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## Overall Producer Pictures

No Photos Available