
Auditee :	XIAMEN SOOTHINGWARE SANITARY CO.,LTD.
Audit Date From :	26/08/2020
Audit Date To :	27/08/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Charles Lin(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 style="text-align: center;">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 style="text-align: center;">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>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p style="text-align: center;">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 style="text-align: center;">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>
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A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p style="text-align: center;">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 style="text-align: center;">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 :	XIAMEN SOOTHINGWARE SANITARY CO.,LTD.		
DBID number :	403707		
Audit ID :	190716		
Address :	Industrial Plant,Unit 501,NO.366-368 Banqiao Road,Jimei District, Xiamen		
Province :	Fujian	Country :	China
Management Representative :	Dan Sun		
Contact person:	Dan Sun	Sector :	Non-Food
Industry Type :	Accessories	Product group :	bathroom and kitchen utensiles
Product Type :	Sanitary, Bidet		

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 : 27/08/2021	

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

Executive summary of audit report

The auditee was located at Industrial Plant, Unit 501, NO.366-368 Banqiao Road, Jimei District, Xiamen City (厦门市集美区板桥路366-368号501单元厂房).

There was only one 6-storey production building located in the factory boundary and the auditee only rented the 5F of the building owner used as workshop, warehouse, and office. Total building area used by the auditee around 3667 square meters.

The rest 5 floors of the building rented by six factories who produced different products (such as cloth manufacturing, plastic manufacturing and trade company). The mentioned factories and the auditee belonged to different owners, and they had independent business license, management and workers. There was no business relationship between the audited factory and mentioned factories. The landlord did not have production. Safety guards were provided by the landlord.

The auditee did not provide dormitory, canteen and transportation to workers. The main products manufactured by the auditee was Sanitary、Bidet. The main production process included assembling, inspection and packing. No process was subcontracted to other company. All workers of the audited department was recruited by the audited department directly. As per claimed by management and document review, normally, there was no peak season in the factory in the past one year. The management representative was co-operative throughout this audit, and they stated that they would correct the findings as soon as possible.

Remark:

1. The APSCA number of auditor Charles Lin: 21702572.
2. There was no agency used by the auditee, which made the agency labour contract not applicable. The factory did not obtain government waiver, which made government waiver not applicable. No collective bargaining agreements was signed in the factory, which made the collective bargaining agreements not applicable. There was no contractor used by the auditee, which made the contractor license not applicable.

Ratings Summary



Auditee's background information			
Auditee's name :	XIAMEN SOOTHINGWARE SANITARY CO.,LTD.	Legal status :	Limited Company
Local Name :	厦门水乐卫浴有限公司 (91350211693016469R)	Year in which the auditee was founded :	2009
Address :	Industrial Plant,Unit 501,NO.366-368 Banqiao Road,Jimei District,	Contact person (please select) :	Dan Sun
Province :	Fujian	Contact's Email :	319940972@qq.com
City :	Xiamen	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	www. Soothingware.com.cn
GPS coordinates :	E:118°6'15", N:24°36'55"	Total turnover (in Euros) :	2800000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Accessories	Of which domestic market % :	0.00
If other, please specify :		Production volume :	400000 pieces per year
Product Group :	bathroom and kitchen utensiles	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Sanitary, Bidet		

Auditee's employment structure at the time of the audit			
Total number of workers :	63	Total number of workers in the production unit to be monitored (if applicable) :	0
		MALE WORKERS	FEMALE WORKERS
Permanent workers		24	39
Temporary workers		0	0
In management positions		2	2
Apprentices		0	0
On probation		0	0
With disabilities		0	0
Migrants (national citizens)		18	28
Migrants (foreign citizens)		0	0
Workers on the permanent payroll		24	39
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 - 190716] Audit Date: 26/08/2020 PA Score: D

Deadline date:26/08/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory has established social responsibility management procedures and policies to implement the requirements of the amfori BSCI Code of Conduct and local regulations. The factory regularly collected and updated applicable local regulations. Dan Sun / Vice GM was appointed as the management representative of amfori BSCI to be responsible for the implementation of amfori BSCI management system. According to management interviews, the factory had a good understanding of social responsibility requirements and the amfori BSCI Code of Conduct. The factory regularly conducted social responsibility internal audits and management reviews. The factory has established monitoring procedure for the supplier's social responsibility performance, and the supplier's monitoring records have been provided for review. However, gaps were still noted in implementation.

工厂建立了社会责任管理程序和政策来执行amfori BSCI行为准则和当地法规的要求。工厂定期收集和更新了当地的适用法规。孙丹 / 副总被任命为amfori BSCI的管理者代表来负责amfori BSCI管理系统的执行。根据管理层访谈, 工厂对社会责任要求和amfori BSCI行为守则有较好的了解。工厂定期进行社会责任内审和管理评审。工厂建立了供应商的社会责任绩效的监控程序, 供应商的监控记录已提供查阅。但是, 在实施过程中仍存在差距。

1.1 - The auditee didn't set up an effective management system to implement the amfori BSCI Code of Conduct. Such as the monthly overtime exceed 36 hours. Verified through management interview: Although factory established the social responsibility procedure, but no overtime control procedure, the overtime arrangement depended on the order quantity, no any overtime control was done by factory and no tracking on overtime working was conducted. Verified through worker and worker representative interview, they did not know the overtime control procedure, but they could refuse overtime arrangement with verbal informing.

受审核方没有建立有效的管理系统去执行amfori BSCI的行为准则。如工厂月加班超36小时。经过管理者访谈核实: 工厂建立了社会责任程序, 但是没有建立加班工时管控程序, 工厂是根据定单的需要安排加班的, 工厂并没有对加班进行管控, 也没有对加班进行跟踪。通过员工及员工代表访谈, 他们不知道加班管控程序, 但是他们如果不想加班可以口头知会。

1.4 - The auditee had prepared the production capacity planning for their production order and delivery time. However, the auditee did not consider the compliance of workers' overtime-working hours during the production capacity planning, and led to workers had excessive overtime work in past months.

被审核方为生产订单和发货时间制定了产能规划。但是, 被审核方在产能规划期间未考虑员工加班工作时间的合规性, 以致于员工在过去的月份中存在存在超时加班。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 190716] Audit Date: 26/08/2020 PA Score: B

Deadline date:31/12/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory has established grievance mechanism and worker representative election procedures, and the factory has provided workers with grievance mechanism training. Worker representative was freely elected by workers, and one worker representative was selected from workshops. Worker representative and management had regular communication meetings. The Chinese version of the amfori BSCI Code of Conduct was posted on the wall at the entrance of the workshop for employees to review. The factory did not prevent workers representative from contacting workers in the workshop. Based on workers interviews, workers understood the grievance procedures and channels. However, gaps were still noted in implementation.

工厂建立了申诉机制和员工代表选举程序, 工厂为员工提供了申诉机制的培训。工人代表是由工人自由选举的, 从车间里选出了1个员工代表, 工人代表和管理层定期进行沟通会议。中文版的amfori BSCI行为守则张贴在车间入口的墙上供员工查阅。工厂没有阻止员工代表在车间与员工接触。根据员工访谈, 员工了解申诉程序和渠道。但是, 在实施过程中仍存在差距。

2.2 - The facility had not established long term goals to protect workers according to the amfori BSCI Code of Conduct, including how to reduce overtime hours.

工厂没有根据amfori BSCI行为准则制定长期目标来保护员工, 比如降低加班时间等。

Remarks from Auditee:

None

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 190716] Audit Date: 26/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>In November 2019, the factory elected one worker representative through employees' voting. Worker representative met regularly with management every three months. There was no union in the factory. There was no collective bargaining agreement between the factory and the workers, but the factory has not prevented employees from negotiating with the factory when they wish. Worker representatives will not be discriminated against because of their identity.</p> <p>工厂在2019年11月通过员工投票选举了1名工人代表。工人代表每三个月会定期和管理层见面。工厂没有工会。工厂和工人无集体谈判协议，但工厂也未阻止员工有意愿的时候和工厂谈判。工人代表不会因为自己的身份而受到歧视。</p>	
Remarks from Auditee: None	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 190716] Audit Date: 26/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>According to management interviews, management understood the requirements for prohibiting discrimination, and the factory has established management procedure for prohibiting discrimination. According to on-site observations and interviews, no discrimination was found in the factory because of the worker's age, sex, race, background, etc.; the punishment measures were described in the employee manual and were reasonable, including verbal warnings, written warnings, and dismissal. These measures met the requirements of the law.</p> <p>根据管理访谈，管理人员了解禁止歧视的要求，工厂也建立了禁止歧视的管理程序。根据现场观察和访谈，工厂里未发现因为工人的年龄，性别，种族，背景等的歧视现象；在员工手册里有描述了惩罚措施而且也是合理的，其包括口头警告，书面警告和辞退，这些措施都符合法律的要求。</p>	
Remarks from Auditee: None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 190716] Audit Date: 26/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory established wage management procedure. The legal minimum wage was RMB 1800 per month equivalent to RMB 10.34 per hour since 1 January 2020 and RMB 1700 per month equivalent to RMB 9.77 per hour before 1 January 2020. The payrolls from August 2019 to July 2020 were reviewed. Payrolls for 12 workers from different workshop were randomly selected for review. As shown in the payroll and verified through worker interview, the factory provided the same pay for male/female employees in the same workstation, all employees were treated equally. Wage was calculated at hourly rate. The factory paid the lowest wage for worker was RMB17.82 / hour, which was higher than the legal minimum wage. Overtime work was compensated according to the law, the factory paid 150%, 200% and 300% of normal rate to workers for overtime on weekdays, rest days and holidays respectively. Wages were paid by cash at the 15th day of following month. No repayment and unreasonable deductions. The recent one year's social insurance records were reviewed and found that the social insurance coverage of the factory had meet the legal requirements. There were total 63 workers in factory currently (no retired workers and no new hired workers). As per the social insurance records of August 2020, all workers joined the five types of social insurance.</p> <p>工厂建立了工资管理程序。当地最低工资在2020年1月1号以后是人民币1800元每月（合人民币10.34元每小时），在2020年1月1号之前是人民币1700元每月（合人民币9.77元每小时）。查阅了2019年8月到2020年7月的工资，评估中随机抽了12名来自不同车间的工人的工资记录。通过工资记录评估和员工访谈得知，工厂对男/女员工在相同岗位提供相同的报酬，所有员工均公平对待。工厂给工人支付的工资按时薪计算。工厂给员工支付的最低工资为17.82元/小时，高于当地法定最低工资。员工的加班工资按照法规进行补偿，工厂按150%、200%和300%的比率支付工人在正常工作日、休息日和法定假日的加班工资，工资在次月的15号以现金支付给工人。没有迟发和不合理扣款。查看了最近一年的社保缴费记录，发现工厂的社保覆盖率符合法律要求。工厂目前一共63名员工（无退休员工，无新入职员工）。根据2020年8月社保记录，所有员工参加了五种社保。</p>	
Remarks from Auditee: None	

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 190716] Audit Date: 26/08/2020 PA Score: D	Deadline date:26/08/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Normal working hour was 8 hours per day and 5 days per week. Only one shift was arranged in the factory: 8:00-12:00, 14:00-18:00, overtime from 19:00 to 21:00 if need. The factory used facial scan and finger print system to record working hours. The time records from August 2019 to the audit day were reviewed. Time records for 12 workers from different workshop were randomly selected for review; as per attendance records reviewed, worker worked maximum 2 hours overtime per day, 18 hours overtime per week, 84 hours per month and 1 day off after 6 days consecutive working days, workers worked overtime were voluntarily. However, gaps were still noted in implementation.</p> <p>工厂正常工作时间为每天8小时，每星期上班5天。工厂只安排有一个班：8:00-12:00, 14:00-18:00, 如需要加班，从19:00到21:00。工厂用人脸加指纹系统来记录员工的考勤。此次审核查阅了从2019年8月到评估当日的考勤，评估中随机抽查了12名不同车间的工人的考勤记录进行查阅。根据考勤查阅，员工每天最多加班2小时，每周最多加班18小时，每月最多加班84小时，6天连续工作后休息1天，员工加班是自愿的。但是，在实施过程中仍存在差距。</p> <p>6.2 - Monthly overtime exceeded legal requirements. The factory didn't have effective system to control its overtime work compliance. Reasons were as follow-1)The working hour record system could not alert when overtime was near or over the limits. 2)Based on management interview, the factory arranged the overtime according to the production order, they did not control the overtime effectively. 3)Based on workers interview, they would be arranged overtime if necessary, they didn't know the overtime limit and how to control. 4)Selected three months of sampled 12 workers attendance records from August 2019 to audit day to be reviewed, excessive monthly overtime work observed. All 12 workers monthly OT exceeded 36 hours, up to 78 hours in July 2020; all 12 workers monthly OT exceeded 36 hours, up to 48 hours in January 2020; all 12 workers monthly OT exceeded 36 hours, up to 84 hours in August 2019. Reference law: China Labour Law, article 41. Remark: Till 27 August 2020, the maximum monthly overtime time of sampled workers reached 68 hours in August 2020.</p> <p>月加班超出法规要求。工厂没有有效的系统去控制加班，因为以下原因：1)工厂的考勤系统没办法预警当其加班时间快超过或已经超过要求时，2)根据管理层访谈，工厂根据生产订单安排加班，没有有效的控制加班，3)根据工人访谈，有需要就会安排加班，他们不清楚加班的上限和如何控制加班，4)根据2019年8月到审核当天抽样的12名员工3个月的考勤记录显示，有月加班超时的情况：所有12名员工在2020年7月的月加班超过36小时，最大达78小时；所有12名员工在2020年1月的月加班超过36小时，最大达到48小时；所有12名员工在2019年8月的月加班超过36小时，最大达到84小时。参考法律法规：中华人民共和国劳动法第四十一条。备注：截至2020年8月27日，抽样员工在2020年8月的月加班时间达到68小时。</p>	
Remarks from Auditee: None	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 190716] Audit Date: 26/08/2020 PA Score: A	Deadline date:31/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory has collected occupational health and safety regulations, and the factory has established EHS committee. The committee's communication meetings were held regularly, and the meeting records were kept and provided for review. According to the site inspection, the factory installed sufficient firefighting facilities such as fire alarms, fire extinguishers, fire hydrants, emergency lights and safety exit signs, and conducted monthly inspections. According to on-site testing by factory, the fire hydrant function was normal. Fire drills were conducted regularly and held twice a year. Fire escape maps were pasted in each workshop, and all escape aisles were unblocked during site tour. There were 2 first-aiders with valid first-aid cards in the factory, and first-aid kits were provided in the workshop. The factory regularly provided employees with health and safety training, such as machinery and equipment safety, the use of PPE, fire fighting knowledge, etc. The factory did not provide canteen, transportation and dormitory. However, gaps were still noted in implementation.</p> <p>工厂收集了职业健康安全的法规，工厂建立了EHS委员会，委员会的沟通会议定期举行，会议记录有保留并提供了查看。根据现场巡查，工厂安装了充足的消防设施如消防警铃，灭火器，消防栓，应急灯和安全出口标识，且每月进行了检查。根据工厂现场测试，消防栓功能正常。消防演习定期进行，每年举行2次。每个车间粘贴了消防逃生图，巡查中所有的逃生通道畅通。工厂有2个具有有效急救员证的急救员，车间里提供了急救药箱。工厂定期给员工提供了健康安全方面的培训，如机器设备安全，PPE的使用，消防知识等。工厂未提供食堂，交通工具和宿舍。但是，在实施过程中仍存在差距。</p> <p>7.1 - The factory has established the procedure for updating laws and regulations. There was one responsible person to collect the applicable OHS laws but some laws not updated timely, e.g. the Labor Law of PRC (2018) not the version in 2009.</p> <p>工厂建立了法律法规的更新程序。有一人负责健康与安全的法律法规的收集，但是收集的部分法律法规不是最新的，比如中华人民共和国劳动法是2018年，非2009年版本的。</p> <p>7.3 - It was noted that another six factories were located in the same production building with auditee. But the risk assessment report did not identify the potential health and safety risks caused by other factories in the same production building, such as fire risk , chemical leakage risk, electrical risk etc..</p> <p>有其他6家工厂与被审核方共用同一栋生产楼。但是被审核方的风险评估报告没有识别同生产区域内其他工厂可能给受审核方造成的健康安全风险，比如火灾风险，化学品泄漏风险，电气风险等。</p> <p>7.8 - The auditee developed accident and emergency procedures including fires, floods, heatstroke, typhoons and so on, but not displayed it in a way that was clear for workers.</p> <p>被审核方制定了意外和应急程序，其中包含了火灾、水灾、中暑、台风等，但是没有将其以工人清晰可见的方式展示出来。</p>	
Remarks from Auditee: None	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 190716] Audit Date: 26/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory has established policies and management procedures to prevent the employment of child labor. Age verification procedures were used in recruitment and the status of suspicious child labor was checked. Once the employee was employed, the ID card need to be copied, the original copy will be returned to the employee, and the copy will be saved. The factory also established child labor remedies to deal with child labor. All employees in the factory were now over 18 years old. 工厂已经建立政策和管理程序去防止雇佣到童工。在招聘中会使用到年龄核实程序并且会检查确认可疑童工身份。一旦员工入职，需要复印身份证，复印件原件会还给员工，复印件会保存。工厂同时建立了童工补救措施去处理童工问题。工厂目前所有员工均满18岁。	
Remarks from Auditee: None	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 190716] Audit Date: 26/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: According to the amfori BSCI Code of Conduct and local regulations, the factory has formulated protection policy for young workers. As of the day of the audit, the factory did not recruit young or historical young workers, and all employees were over 18 years old. The factory management stated that if young workers were used, they will be protected in accordance with the regulations, such as providing regular medical examinations for young workers, and preventing young workers from working overtime. 工厂依据amfori BSCI行为守则和当地法规的要求，制定了未成年工的保护政策。截至审核当天，工厂没有招聘未成年工或历史未成年工，所有员工均满18周岁。工厂管理层表示如果有使用未成年工，会依照法规的要求对未成年工进行保护，比如给未成年工提供定期的体检，不让未成年工加班等。	
Remarks from Auditee: None	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 190716] Audit Date: 26/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory has established policies and procedures that include employment relationships based on amfori BSCI standards and local regulations. All employed employees will sign the labor contract with the factory within one month and the factory will leave one copy of the labor contract to the employees. The contents of the labor contract, such as working hours, wages, working conditions, etc., were in full compliance with local laws. There was no evidence that the factory tried to reduce its obligations through unfair employment methods. The factory did not use apprentices or homeworkers. 工厂基于amfori BSCI的标准和当地法规要求建立了包含雇佣关系的政策和程序。所有雇佣的员工都会与所审核的工厂在一个月内签订劳动合同并且工厂会留一份劳动合同副本给员工。劳动合同的内容，如工时，工资，工作条件等均完全符合当地法律。没有任何证据显示工厂试图通过不公平的雇佣方式去减少其义务。工厂没有使用学徒工或家庭工。	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 190716] Audit Date: 26/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory has established procedures for prohibiting forced labor. The factory did not hold the original ID cards of employees, nor did it require any deposit. The factory did not restrict the freedom of employees, including drinking water and using toilets. Employees were free to apply for resignation and leave. During audit, no use of prison labor or forced labor was found in the factory. 工厂建立了禁止强迫劳工程序。工厂不押员工的身份证原件，也不需要任何的押金。工厂不会限制员工的自由，包括喝水和使用洗手间。员工可以自由申请离职和请假。审核没有发现工厂里使用监狱劳工或强迫劳动。	
Remarks from Auditee: None	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 190716] Audit Date: 26/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory has collected laws and regulations related to environmental protection, and also established environmental protection policies. The factory had relatively minor impact on the environment, and the factory has obtained environmental assessment registration form. The factory mainly produced sanitary and bidet, mainly process was assembling, inspection and packing. No hazardous waste, production wastewater, industrial waste gas, etc. were produced during the production process. The factory did not need to obtain pollution discharge permit. The factory needs to register for emission before September 30, 2020, so there was no requirement currently.</p> <p>工厂收集了环境保护相关的法律法规,也建立了环境保护政策。工厂对环境影响较为轻微,工厂已经取得了环评登记表。工厂主要生产卫浴、洁身器,主要工序为组装,检验和包装。生产过程中不会产生危险废弃物,生产废水,工业废气等。工厂不需要取得排污许可证。工厂需要在2020年9月30日前进行排污登记,所以目前暂时未作要求。</p>	
Remarks from Auditee: None	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 190716] Audit Date: 26/08/2020 PA Score: A	Deadline date:31/12/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory has established anti-corruption procedures, and the factory has also taken relevant preventive measures, such as identifying business ethical risks in important positions and training employees regularly. Through cross-checking the factory's production records, working hours records and other records, no inconsistencies were found. Through employee interviews, there have been no unethical things in the factory in the past year.</p> <p>工厂已经建立反腐败程序,工厂也采取了相关的预防措施,如识别重要岗位的商业道德风险、定期培训员工。通过交叉核对工厂的生产记录、工时记录以及其他方面的一些记录,未发现不一致的现象。通过员工访谈,在过去一年中,工厂也没有出现不道德的事情。</p> <p>13.4 - There was no written rule on the consequence for supervisors who disregard the ways where personal information needs to be treated with respect. 没有书面规定如果管理人员违反了个人信息保密规定的相关处理。</p>	
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	26/08/2020	190716	D	B	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
Address plate.JPG



Photo of fire safety equipment
Fire alarm.JPG



Photo of the inside of the main production hall
Assembling (1).JPG



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



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of the inside of the main production hall
Assembling (2).JPG



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



Photo of fire safety equipment
Fire hydrant .JPG



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



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



Photo of fire safety equipment
Fire hydrant testing.JPG



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



Photo first aid facilities
First aid kit.JPG



Photo of non-conformity
Finding 5.2 Overtime working hours exceed 36 hours per month.JPG



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

