
Auditee :	Jinlongheng Furniture Co., LTD. Subsidiary
Audit Date From :	07/01/2019
Audit Date To :	09/01/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	James Tan(Lead)
Auditing Branch (if applicable) :	Intertek South China - Shenzhen



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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 :	Jinlongheng Furniture Co., LTD. Subsidiary		
DBID number :	386297		
Audit ID :	142189		
Address :	Land M3, Jiujiang Clothing Home Textile Industry Park, Jiuqiao Road, Shijiang Village, Shatou, Jiujiang Town, Nanhai Distric. Foshan City, Guangdong China Foshan		
Province :	Guangdong	Country :	China
Management Representative :	Ms. Chen Yingxia/Admin manager		
Contact person:	Yingxia Chen	Sector :	Non-Food
Industry Type :	Others	Product group :	Others
Product Type :	Spring Mattress		

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 :	09/01/2020

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	A	A	A	C	D	B	A	A	B	A	B	A

Executive summary of audit report

Jinlongheng Furniture Co. LTD. Subsidiary (Business license number: 91440605699758877H) was located Land M3, Jiujiang Clothing Home Textile Industry Park, Jiuqiao Road, Shijiang Village, Shatou, Jiujiang Town, Nanhai Distric. Foshan City, Guangdong China. The total land area occupied by the facility was about 12000 square meters. They established in 2010 at the current address. A total of 331 employees including 141 female employees and 190 male employees were working in the facility during the audit. The facility occupied one 6-storey dormitory building (1st floor was used as canteen), one 6-storey office building (1st and 2nd floors were used as office and 3rd to 6th floors were used as showroom), one 8-storey production building (1st to 6th floors were used as workshops and 7th to 8th floors were used as office and entertainment rooms). During the industrial park, there were one 5-storey production building, one 6-storey production building, one 8-storey production building, one 9-storey production building, one 6-storey production building and one 10-storey dormitory building rented to 6 facilities as production workshops, warehouse and dormitory.

The main production processes were listed as follows: embroidering, quilting, cutting, sewing, spring making, spring finishing, padding, glue-spraying, packing.

The monthly production capacity was 23000 mattresses per month.

This initial audit was conducted by Intertek Testing Services Shenzhen Ltd. At 9:17 am of January 7, 2019, one auditor entered the facility then held an opening meeting according to the Client's Program. Ms. Chen Yingxia/Admin manager and Mr. Ou Chengjiang / Worker Representative were present in the meeting. They stated that they would be co-operative with this audit. During the closing meeting, the facility management agreed with all the findings and expressed that they would make the improvement within 12 months.

Comments for each Performance Area (PA) were listed as below:

Nonconformance was observed under PA1, PA5, PA6, PA7, PA10, PA12. Please refer to the relevant PA for details.

The performance status in PA2: The facility had taken orientation and refresh training to make workers aware of their rights and responsibilities and built sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation. Furthermore, the facility had set an effective operational-level grievance mechanism to protect workers' benefit. No negative information was noted during this audit.

The performance status in PA3: The auditee set up a written procedure to ensure workers could freely elect their own representatives. The auditee respected workers' right to bargain collectively. The auditee management communicated the facility issues with these worker representatives monthly. No negative information was noted during this audit.

The performance status in PA4: The auditee established a written policy and procedure to ensure no discrimination. No discrimination was noted during the audit on hiring, compensation, benefits, overtime hours, training, promotion, termination, etc. No negative information was noted during this audit.

The performance status in PA8: The facility established a written policy and procedure to ensure no child labor used. HR officer should check the employees' original ID card and verify the age through interview firstly to avoid the child labor usage. The lowest age of employees in the facility was more than 18 years old. No negative information was noted during this audit.

The performance status in PA9: The written protection procedure for young workers was established. The facility conducted the risk assessment, and marked the young worker only could work in packing area. No young workers and no negative information were noted during this audit.

The performance status in PA11: The facility established a written policy procedure on prohibiting forced labor. No any evidence could indicate that the facility used the forced labor of debt bondage, indentured, slave labor or prison labor. No negative information was noted during this audit.

The performance status in PA13: The facility had established ethics policy and procedure to prohibit any act of corruption, extortion or embezzlement. The facility provided training on ethics policy to all employees yearly. No negative information was noted during this audit.

Remark:

1. The attendance records from December 1, 2017 to January 9, 2019 were reviewed at this audit. All production employees worked in one shift, the regular working hours was from 8:00 to 18:00 included 2 hours lunch break from 12:00 to 14:00. Security employees worked in 3 shifts, the regular working hours was from 7:00 to 15:00/15:00 to 23:00/23:00 to 7:00. Canteen employees worked in one shift, the regular working hours was from 9:00 to 13:00, 15:00 to 19:00. Finger print system was used for time keeping. No peak season was in the facility per the facility's statement during the audit.

2. The payroll records from December 2017 to November 2018 were reviewed at this audit. Employees' wages were calculated on hourly rated basis. The facility paid lowest basic wages were RMB 1720 per month. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on normal working days and rest days. No overtime was arranged on public holidays. Employees were paid by cash on 30th day of each

month after the previous wage calculation cycle.

3. No child labor and young worker noted in the facility.

4. There are no contractor, agencies, waivers, collective bargaining agreement used by the auditee, which makes the related documents not applicable. The certificate or report of acceptance checks for completion of all buildings, Fire-related licenses of office building and production building, Discharging permit were not available for review on the audit date.

Ratings Summary



Auditee's background information			
Auditee's name :	Jinlongheng Furniture Co., LTD. Subsidiary	Legal status :	Limited Company
Local Name :	佛山市南海区金恒家具有限公司分公司	Year in which the auditee was founded :	2010
Address :	Land M3, Jiujiang Clothing Home Textile Industry Park, Jiuqiao Road, Shijiang Village, Shatou, Jiujiang Town, Nanhai Distric. Foshan City, Guangdong China	Contact person (please select) :	Yingxia Chen
Province :	Guangdong	Contact's Email :	512075268@qq.com
City :	Foshan	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Nil
Country :	China	Website of auditee (if applicable) :	Nil
GPS coordinates :	Nil	Total turnover (in Euros) :	20000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Others	Of which domestic market % :	0.00
If other, please specify :	Spring Mattress	Production volume :	23000 mattresses per month
Product Group :	Others	Production cost calculation :	Yes
If other, please specify :	Spring Mattress	Lost time injury calculation cost :	No
Product Type :	Spring Mattress		

Auditee's employment structure at the time of the audit		
Total number of workers :	331	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	190	141
Temporary workers	0	0
In management positions	35	25
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	130	50
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	190	141
Production based workers	0	0
With shifts at night	9	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 - 142189] Audit Date: 07/01/2019 PA Score: D

Deadline date:08/01/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The facility had set up a management system to implement the BSCI Code of Conduct, and had appointed a senior manager to ensure that the BSCI values and principles are followed in a satisfactory manner. The auditee knew who its significant business partners were and assessed how they understood and applied the BSCI Code of Conduct. Furthermore, the facility communicated this Code to all employees by various training and bulletin board and to their suppliers by training. However, 2 findings were identified in this performance area, please refer to relevant checkpoint for details.

企业有建立执行BSCI行为守则的管理体系,有委派高级经理以确保充分遵循BSCI价值和原则要求。该企业了解谁是主要商业伙伴,并评估他们如何理解和应用BSCI行为守则,并且有通过各种培训和公告将此行为准则传达给员工和供应商。但是,在此部分有发现2个问题点,具体参考相关的检查点。

- 1.1 -** The social management system was not implemented effectively, and some non-compliance findings were detected in Performance Areas of Social Management System and Cascade Effect, Fair Remuneration, Decent Working Hours, Occupational Health and Safety, No Precarious Employment and Protection of the Environment. For details, please refer to Performance Area 1, 5, 6, 7, 10, 12 respectively. Law/COC: In accordance with BSCI Social Requirement 1.1, there should be satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct.

审核员发现企业在社会管理体系和级联效应,公平报酬、体面工作时间、职业健康安全、无缺乏保障就业和保护环境绩效领域缺少有效的管理。详细分别见绩效领域第1、5、6、7、10、12部分。法规/行为准则:依据BSCI社会责任要求1.1,有满意证据显示被审核企业有建立管理体系来执行BSCI行为准则。

- 1.4 -** The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. Law/COC: In accordance with BSCI Social Requirement 1.4, the auditee's workforce capacity should be properly organized to meet the expectations of the delivery order and/or contracts.

受审核方的劳动力没有被正确安排以满足客人订单的期望,因为月加班时间超出了法律的规定,具体参考检查点6.2。法规/行为准则:根据BSCI社会责任要求1.4,受审核方的劳动力需要被正确安排以满足客人订单的期望。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 142189] Audit Date: 07/01/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

No nonconformance was observed.

没有发现不符合项。

Remarks from Auditee:

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

Full Audit [Audit Id - 142189] Audit Date: 07/01/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

No nonconformance was observed.

没有发现不符合项。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 142189] Audit Date: 07/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No nonconformance was observed. 没有发现不符合项。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 142189] Audit Date: 07/01/2019 PA Score: C	Deadline date:08/01/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Based on the provided payroll records, auditor found that all employees' wages were calculated on an hourly-rated basis. The lowest basic wages were RMB 1720 per month that was above the local legal minimum wage standard. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on night and on rest days respectively. No overtime was arranged on public holiday. Employees were paid by cash on 30th day of each month after the previous wage calculation cycle. Furthermore, the facility had provided social benefits such as annual leave and child-bearing leave, etc. to eligible employees. However, two findings were identified in this performance area, please refer to relevant checkpoints for details.</p> <p>根据企业提供的工资表,发现所有员工工资按时薪方式计算。员工最低基本工资为人民币1720元每月高于当地法规标准。工作日加班和休息日加班分别按1.5倍和2.0倍基本工资计算,法定假无加班。员工工资按月在次月30号前以现金形式发放。并且,企业有提供年假和产假等法律规定的福利给相关人员。但是,在此部分有发现2个问题点,具体参考相关的检查点。</p> <p>5.4 - The facility management was not aware of any information about Basic Needs Wage, and the facility management did not know that they should provide sufficient remuneration that allows workers to meet a decent standard of living based on the BSCI requirement. Law/COC In accordance with BSCI Social Requirement 5.4: The auditee should provide sufficient remuneration that allows workers to meet a decent living standard. 企业对基本生活工资没有任何了解,企业也不知道他们应该按照BSCI的要求提供足够的待遇让员工过上体面的生活。法规/行为准则 根据BSCI社会责任要求5.4,被审核方(生产商)应支付足够的报酬使工人达到体面生活标准。</p> <p>5.5 - During document review, auditor found that only 74 out of 331 (22.36%) employees had participated in basic endowment insurance, unemployment insurance, basic medical insurance, maternity insurance and employment injury insurance according to legal requirement based on the social insurance receipt of December 2018. Remark: 1) The facility had purchased commercial group injury insurance for 80 employees, valid date was from March 8, 2018 to March 7, 2019. 24.17% employees are covered by the commercial injury insurance; 2) Interviewed workers who had not participated in social insurance scheme stated that they did not want to participate in social insurance; 3) No temporary and dispatch workers were used. There was no newly jointed workers, and 4 retirees were working in the facility. Law/COC: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.</p> <p>在文件审阅时,审核员基于2018年12月份的社保收据发现企业的331名员工中仅有74人(22.36%)按法规要求参加养老保险、失业保险、医疗保险、生育保险、工伤保险。备注:1)企业有为80员工购买商业团体意外伤害险,有效期从2018年3月8日到2019年3月7日。24.17%的工人覆盖了商业意外险;2)面谈员工中没有参加社保的人员表示她/他们不愿意参加社保;3)企业没有雇用临时工和劳务派遣工,没有新进员工,有4个退休返聘员工。法规/行为准则:依据《中华人民共和国社会保险法》第十条,职工应当参加基本养老保险,由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险,由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险,由用人单位缴纳工伤保险费,职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险,由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险,由用人单位按照国家规定缴纳生育保险费,职工不缴纳生育保险费。</p>	
Remarks from Auditee: None	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 142189] Audit Date: 07/01/2019 PA Score: D

Deadline date:08/01/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on the provided attendance records, auditor found that finger print attendance system was used for time keeping and employees should scan their finger print when they went in and out the workshop. No peak season in the facility. Workers worked overtime voluntarily. The overtime hours did not exceed 2 hours per day or 60 hours per week, and employees could enjoy at least one day off after six consecutive working days. However, 1 finding was identified in this performance area, please refer to relevant checkpoint for details.

根据企业提供的考勤表,发现企业采用指纹识别记录考勤,所有员工在上下班均需考勤。工厂没有明显生产旺季。员工按个人意愿加班。每天加班时间不超过2小时,每周不超过60小时。并且每连续工作6天至少休息1天。但是,在此部分有发现一个问题点,具体参考相关的检查点。

- 6.2 -** The monthly overtime hours of 23 out of 24 randomly selected employees were 76 hours in November 2018 (current month); 23 out of 24 randomly selected employees were 78 hours in August 2018 (random month), 23 out of 24 randomly selected employees were 84 hours in March 2018 (random month). Law/COC: In accordance with the PRC Labour 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 labourers, 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 labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.
- 在2018年11月份(当前月), 23/24名抽样员工的月加班时间为76小时;在2018年8月份(随机月), 23/24名抽样员工的月加班时间为78小时;在2018年3月份(随机月), 23/24名抽样员工的月加班时间为84小时。法规/行为准则: 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。

Remarks from Auditee:

None

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 142189] Audit Date: 07/01/2019 PA Score: B

Deadline date:08/01/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee had a written OHS management system that includes policies and procedures for health and safety and working conditions, such as risk assessment procedure, machine operation procedure, accident and emergency procedure. The auditee regularly carried out risk assessments for safe, healthy and hygienic working conditions and provided regular OHS trainings and necessary personal protective equipment to workers. Enough fire facilities were provided throughout the factory, such as fire alarm, fire extinguisher and hydrant. Emergency exit doors clearly marked, accessible, and kept clear of obstructions. However, some findings were identified in this performance area, please refer to relevant checkpoints for details. The Checkpoint 7.23 marked as N/A as the facility did not provide transportation to employees.

该企业建立了职业健康安全的管理体系, 执行当地关于健康、安全和工作条件的法规, 比如建立风险评估程序, 机器操作程序, 事故应急程序。该企业定期执行安全、健康和卫生工作条件的风险评估。对工人定期提供职业健康安全培训, 并提供必要的劳保用品给工人。现场有配备足够的消防器材, 如警铃, 灭火器和消防栓。紧急出口标志清晰、保持畅通。但是, 在此部分有发现一些问题点, 具体参考相关的检查点。检查点7.23不适用, 因企业未提供交通给员工。

7.1 - During this audit, the facility did not fully comply with the health and safety legal requirement. Please refer to relevant checkpoints for details. Law/COC: In accordance with BSCI social requirement 7.1, the auditee should be in observance of the occupational health and safety regulations applicable for its activities.

本次审核, 审核员发现企业没有完全符合安全健康的法规要求。详情请参考相关检查点。法规/行为准则: 依据BSCI社会责任要求7.1, 企业应遵守职业安全健康的法规要求。

7.2 - Through reviewing the social insurance receipt of December 2018, auditor found that only 74 out of 331 (22.36%) employees had participated in employment injury insurance. The facility had purchased commercial group injury insurance for 80 employees, valid date was from March 8, 2018 to March 7, 2019. 24.17% employees are covered by the commercial injury insurance. Law/COC: In accordance with BSCI Social Requirement 7.2, there is satisfactory that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes. Besides, in accordance with the Social Insurance Law of the People's Republic of China, Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees.

通过查核2018年12月的社会保险收据, 审核员发现企业的331名员工中, 只有74名员工(22.36%)参加了工伤保险。企业有为80员工购买商业团体意外伤害险, 有效期从2018年3月8日到2019年3月7日。24.17%的工人覆盖了商业意外险。法规/行为准则: 根据BSCI社会责任要求7.2, 企业应寻求改善在工伤情况下的员工保护, 包括通过强制的保险计划。另外, 依据《中华人民共和国社会保险法》第三十三条 职工应当参加工伤保险, 由用人单位缴纳工伤保险费, 职工不缴纳工伤保险费。

7.6 - During facility tour, auditor found that the glue-spraying employees did not wear the gloves even though the facility had provided the proper PPE to employees. Law/COC: In accordance with Law of the PRC on Work Safety article 42, manufacturing units shall provide personal protective equipment to employees. Manufacturing units shall supervise and train employees to ensure they properly wear and use the personal protective equipment.

在现场巡查时, 审核员发现喷胶的员工没有戴手套, 尽管企业有提供合适的劳动保护用品给员工。法规/行为准则: 依据《中华人民共和国安全生产法》第42条, 生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品, 并监督、教育从业人员按照使用规则佩戴、使用。

7.11 - 1. During document review, auditor found that the facility could not provide the fire certificate or registered record of office building and production building for review, only the fire registered record of dormitory building was provided for review. Law/COC: In accordance with PRC Fire Prevention Law article 11, the Ministry of Public Security of the State Council prescribes, for those densely populated places and special construction works, design documents shall be submitted to public security organs for safety review. Public security fire control institutions shall be responsible for the result. Article 13 the project completed with fire control design in accordance with the requirements of the State Technical Standards on Fire Control for Engineering Construction shall go through acceptance check and filing as stated below: 1. as is stated in Article 11, construction units shall apply to the public security fire control institutions for fire control acceptance check. 2. Other construction works and construction units shall file with public security fire control institutions and public fire control institutions shall conduct random inspection. Construction projects which are supposed to go through fire control acceptance check but do not or considered unqualified shall not be put into use. Other projects considered unqualified after acceptance check in accordance with law shall not be put into use. 2. During document review, auditor found that the facility could not provide the certificate or report of acceptance checks for completion of all buildings to review. Law/COC: In accordance with the PRC Construction Law Article 61, a construction project handed over for acceptance checks for completion must conform to the prescribed construction project quality standards, be provided with complete project technical and economic data and signed project warranty, and be provided with other qualified conditions for completion as prescribed by the state. A construction project may only be handed over for use upon passing the acceptance checks for completion; no construction project shall be handed over for use without going through the acceptance checks for completion or passing the acceptance checks for completion.

1.通过文件审核, 审核员发现企业未能提供办公室, 生产楼的消防验收/备案供审阅, 只能提供宿舍楼的消防备案供审阅。法规/行为准则: 依据《中华人民共和国消防法》第十一条 国务院公安部门规定的大型的人员密集场所和其他特殊建设工程, 建设单位应当将消防设计文件报送公安机关消防机构审核。公安机关消防机构依法对审核的结果负责。第十三条 按照国家工程建设消防技术标准需要进行消防设计的建设工程竣工, 依照下列规定进行消防验收、备案: (一)本法第十一条规定的建设工程, 建设单位应当向公安机关消防机构申请消防验收; (二)其他建设工程, 建设单位在验收后应当报公安机关消防机构备案, 公安机关消防机构应当进行抽查。依法应当进行消防验收的建设工程, 未经消防验收或者消防验收不合格的, 禁止投入使用; 其他建设工程经依法抽查不合格的, 应当停止使用。2.通过文件审核, 审核员发现企业无法提供所有建筑的竣工验收供审阅。法规/行为准则: 依据《中华人民共和国建筑法》第六十一条, 交付竣工验收的建筑工程, 必须符合规定的建筑工程质量标准, 有完整的工程技术经济资料和经签署的工程保修书, 并具备国家规定的其他竣工条件。建筑工程竣工经验收合格后, 方可交付使用; 未经验收或者验收不合格的, 不得交付使用。

7.17 - During the facility tour, the auditor found that no needle guard was equipped to all sewing machines in sewing department. Law/COC: In accordance with Law of the PRC on Work Safety article 33, the design, manufacture, installation, application, inspection, maintenance, repair of and safety facilities shall comply with the national or industrial standards. Manufacturing units shall maintain and inspect the safety facilities regularly to ensure they are in good working conditions. Maintenance and inspection records should be properly maintained and assigned to relevant staff.

现场审核发现, 所有针车没有安装护指器。法规/行为准则: 依据《中华人民共和国安全生产法》第33条, 安全设备的设计、制造、安装、使用、检测、维修、改造和报废, 应当符合国家标准或者行业标准。生产经营单位必须对安全设备进行经常性维护、保养, 并定期检测, 保证正常运转。维护、保养、检测应当作好记录, 并由有关人员签字。

Remarks from Auditee:

None

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 142189] Audit Date: 07/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No nonconformance was observed. 没有发现不符合项。	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 142189] Audit Date: 07/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No nonconformance was observed. 没有发现不符合项。	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 142189] Audit Date: 07/01/2019 PA Score: B	Deadline date:08/01/2020
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The facility signed labor contract with all employees within one month after employment. No temporary workers or apprentice was used in the facility. However, there was gap identified in implementation. Please refer to specific question for the finding. 企业在员工进厂之内一个月签订劳动合同。企业没有使用临时工或者学徒工。在执行中仍有发现差距的地方。具体请参考相关检查点。 10.2 - Through document review, auditor found that the facility had 4 retirees hired to work again, but the facility did not sign written agreement with these retirees hired to work again. Law/COC: In accordance with the Notice about Issues on Implementing Employment Contract System (Ministry of Labor Document [1996] No. 354) Article 13, When the retiree, who is enjoying pension benefits, will be hired to work again, the employer shall sign a written agreement with him to explicitly define the rights and obligations including job duties, remuneration, health care, labor protection in the course of employment. 通过文件审核, 审核员发现企业共有4名退休返聘人员, 但企业没有与这些退休返聘人员签订书面协议。法规/行为准则: 依据《关于实行劳动合同制度若干问题的通知》(劳部发[1996]354号)第13条, 已享受养老保险待遇的离退休人员被再次聘用时, 用人单位应当与其签订书面协议, 明确聘用期内的工作内容、报酬、医疗、劳保待遇等权利和义务。	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 142189] Audit Date: 07/01/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No nonconformance was observed. 没有发现不符合项。	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 142189] Audit Date: 07/01/2019 PA Score: B

Deadline date:08/01/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The facility had established a written environmental policy. One senior management was responsible for continuous improvements in their environmental performance. However, 1 finding was identified in this performance area, please refer to relevant checkpoints for details.

企业有建立书面的环境政策。有委任一名高级经理负责环境方面的持续改善。但是, 在此部分有发现1个问题点, 具体参考相关的检查点。

- 12.3 -** During facility tour, auditor found that products in the facility are mattresses, and the main processes are embroidering, quilting, cutting, sewing, spring making, spring finishing, padding, glue-spraying, packing, the waste gas which generated during manufacturing would cause influence on the environment. However, during document review, the facility could not provide the pollutants discharge permit for review. Law/COC: In accordance with PRC Law of Environmental Protection Article 45, The state implements a management system for pollutant discharge permit according to legal provisions. The enterprises, public bodies and other manufacturer that apply the management of pollutant discharge permit shall discharge pollutants according to the requirements of pollutant discharge permit. Any entity without a pollutant discharge permit shall not discharge pollutants.
- 在现场巡查时, 审核员发现企业生产的产品为床垫, 主要工序为刺绣, 裱棉, 裁剪, 针车, 弹簧制造, 弹簧成型, 打底, 喷胶, 包装, 生产过程中产生的废气会对环境造成影响。但在文件审核中, 企业无法提供排污许可证供审阅。法规/行为准则: 依据《中华人民共和国环境保护法》第45条, 国家依照法律规定实行排污许可管理制度。实行排污许可管理的企业事业单位和其他生产经营者应当按照排污许可证的要求排放污染物;未取得排污许可证的, 不得排放污染物。

Remarks from Auditee:

None

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 142189] Audit Date: 07/01/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

No nonconformance was observed.
没有发现不符合项。

Remarks from Auditee:

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	07/01/2019	142189	D	A	A	A	C	D	B	A	A	B	A	B	A	C

Producer Photos



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



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



Photo of the inside of the main production hall
Sewing 2.JPG



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



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



Photo of the inside of the main production hall
Spring finishing 1.JPG



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



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



Photo of the inside of the main production hall
Spring finishing 2.JPG



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



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



Photo of the inside of the main production hall
Spring making 1.JPG



Photo first aid facilities
First aid kit.JPG



Photo of the inside of the main production hall
Glue spraying.JPG



Photo of the inside of the main production hall
Spring making 2.JPG



Photo of fire safety equipment
 Evacuation plan.JPG



Photo of the inside of the main production hall
 Machine maintaining.JPG



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



Photo of fire safety equipment
 Exit and fire equipment.JPG



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



Photo of the inside of the main production hall
 Time machine.JPG



Photo of non-conformity
 NC1-sewing machine without needle guard.JPG



Photo of the inside of the main production hall
 Padding 1.JPG



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



Photo of non-conformity
 NC2-employees of glue spraying did not wear gloves.JPG



Photo of the inside of the main production hall
 Padding 2.JPG



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



Photo of the canteen (if applicable)
 Canteen.JPG



Photo of the inside of the main production hall
 PE bag preparing.JPG

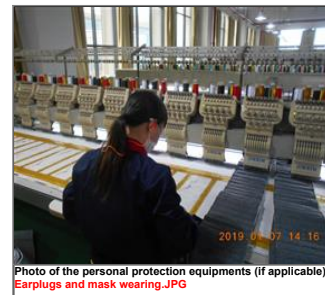


Photo of the personal protection equipments (if applicable)
 Earplugs and mask wearing.JPG



Photo of the code of conduct on display
 Coc.JPG



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



Photo of the personal protection equipments (if applicable)
 Metal glove wearing.JPG



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



Photo of the inside of the main production hall
 Raw material.JPG



Photo of the sanitary facilities
 Drinking water.JPG



Photo of the dormitories (if applicable)
 Dormitory.JPG



Photo of the inside of the main production hall
 Sewing 1.JPG



Photo of the sanitary facilities
 Toilet.JPG



Photo of the inside of the main production hall
 Cloth checking.JPG