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Auditee :	<b>FUJIAN GIBO KITCHEN &amp; BATH TECH CO.,LTD</b>
Audit Date From :	<b>18/01/2021</b>
Audit Date To :	<b>18/01/2021</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>TUEV Rheinland</b>
Auditor's Name(s) :	<b>Allen Li(Lead)</b>
Auditing Branch (if applicable) :	<b>TUV Rheinland China</b>

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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
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated A</li> <li>• No Performance Areas rated C, D or E</li> </ul> These are three examples: A B B B A A A A A A A B 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.
<b>B</b> <b>Good</b>	<ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> These are three examples: 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.
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A C C C C A A A A A B B B C C C D 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.
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> These are three examples: 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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> These are three examples: 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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	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 :	<b>FUJIAN GIBO KITCHEN &amp; BATH TECH CO.,LTD</b>		
DBID number :	<b>407757</b>		
Audit ID :	<b>203536</b>		
Address :	<b>4th &amp; 5th Floor, Building 54, Area B, Pushang Industrial Park, Jinshan Industrial Concentration Area, Number 2, Hongjiang Road, Jianxin Town, Cangshan District Fuzhou</b>		
Province :	<b>Fujian</b>	Country :	<b>China</b>
Management Representative :	<b>Shaobo Zheng</b>		
Contact person:	<b>Yanping Luo</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Accessories</b>	Product group :	<b>bathroom and kitchen utensiles</b>
Product Type :	<b>Automatic sanitary ware, automatic sensor faucet, automatic flush valve, automatic soap dispenser, infrared sensor</b>		

**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 : 18/01/2022	

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

Executive summary of audit report
<p>Auditee was specialized in the manufacturing of automatic sanitary ware, automatic sensor faucet, automatic flush valve, automatic soap dispenser, infrared sensor. It was located at 4th &amp; 5th Floor, Building 54, Area B, Pushang Industrial Park, Jinshan Industrial Concentration Area, Number 2, Hongjiang Road, Jianxin Town, Cangshan District, Fuzhou, Fujian, China福建省福州市仓山区建新镇红江路2号金山工业集中区浦上工业园B区54#楼厂房四层、五层</p> <p>Factory rent and occupied the 4/F and 5/F of one 5-storey building used as office, production floor and warehouse. No dormitory, kitchen, canteen and transport facility was provided.</p> <p>Other floors of the buildings were rent and occupied by other 3 companies, operated with independent business licenses, 1/F used by company A, main business was auto repairing service, 2/F used by company B, main business was health care products e-commerce, 3/F used by company C, main business were cable manufacturing. Auditee did not share workplaces with another 3 companies in the same building, did not share workers with them, did not have business relationship with them, so the companies A, B and C were not included in this audit.</p> <p>No production process was subcontracted. All employees were recruited by auditee directly.</p> <p>The main production process including assembly, inspection, testing and packing.</p> <p>As confirmed with management and workers, there was no peak season in the factory, all employees were recruited by auditee directly.</p> <p>The factory management were cooperative with the audit and the interviewed worker representative showed that the management was kind and the workplace was comfortable. They agreed all the findings and would like to close soon.</p> <p>Remark:</p> <ol style="list-style-type: none"> <li>There were no agencies used by the factory, which made the agency labor contract not applicable; there were no contractors used by the factory, which made the contract permit not applicable; there was no waiver obtained by the factory, which made the government waiver not applicable; there was no collective bargaining agreements in the factory, which made the collective bargaining agreements not applicable.</li> <li>No security guard was used in auditee, only CCTV was installed.</li> <li>Factory address was Second Floor, Building 54, Area B, Pushang Industrial Park, Jinshan Industrial Concentration Area, Number 2, Hongjiang Road, Jianxin Town, Cangshan District, Fuzhou, Fujian, China福建省福州市仓山区建新镇红江路2号金山工业集中区浦上工业园B区54#楼厂房二层 on business license, factory occupied the 2/F of building 54 before 2016 and moved to 4/F and 5/F in 2016, 2/F was occupied by others. However, factory did not update the address information on business license at local government. And during this audit, 2/F was rent and occupied by company B, main business was health care products e-commerce, operated with independent business license, which was not included in this audit.</li> <li>The English address was Second Floor, Building 54, Area B, Pushang Industrial Park, Number 2, Hongjiang Road, Jianxin Town, Cangshan District, Fuzhou, Fujian, China on amfori BSCI platform, and factory would like to revise it as 4th &amp; 5th Floor, Building 54, Area B, Pushang Industrial Park, Jinshan Industrial Concentration Area, Number 2, Hongjiang Road, Jianxin Town, Cangshan District, Fuzhou, Fujian, China, which was completely same as the actual address used by the factory.</li> <li>Lead auditor: Allen Li, APSCA No.: RA 21701829</li> </ol>

**Ratings Summary**



Auditee's background information			
Auditee's name :	FUJIAN GIBO KITCHEN & BATH TECH CO.,LTD	Legal status :	Limited Company
Local Name :	福建洁博利厨卫科技有限公司 (No. 913501007753843290)	Year in which the auditee was founded :	2005
Address :	4th & 5th Floor, Building 54, Area B, Pushang Industrial Park, Jinshan Industrial Concentration Area, Number 2, Hongjiang Road, Jianxin Town, Cangshan District	Contact person (please select) :	Yanping Luo
Province :	Fujian	Contact's Email :	lyp@gibol.com.cn
City :	Fuzhou	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.gibo.com.cn
GPS coordinates :	N 26°1'24'; E 119°15'39"	Total turnover (in Euros) :	5000000.00
Sector :	Non-Food	Of which exports % :	20.00
Industry :	Accessories	Of which domestic market % :	80.00
If other, please specify :		Production volume :	1,400,000 sets per year
Product Group :	bathroom and kitchen utensiles	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Automatic sanitary ware, automatic sensor faucet, automatic flush valve, automatic soap dispenser, infrared sensor		

Auditee's employment structure at the time of the audit		
Total number of workers :	49	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	16	33
Temporary workers	0	0
In management positions	2	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	3	15
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	16	33
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 - 203536] Audit Date: 18/01/2021 PA Score: D

Deadline date: 18/12/2021

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The factory had set up the management system to implement amfori BSCI COC, CSR procedures was established and clear organizational structure was set up for CSR daily operation. Management had clear understanding about amfori BSCI requirement. CSR management procedure included the requirement for business partners, such as conducted CSR second party audit for the suppliers regular and communicated amfori BSCI COC and TOI with them and etc.

工厂已经建立管理体系去实施amfori BSCI行为守则, 企业社会责任程序已经建立, 也为企业社会责任日常运行建立了清晰的组织架构。管理人员清楚的理解amfori BSCI的要求。企业社会责任管理程序中包含了对商业伙伴的要求, 例如对供应商进行关于社会责任的二方审核, 以及与他们沟通amfori BSCI行为守则和商业伙伴专用实施条款等。

- 1.1 - The CSR management policy and procedure had been established according to amfori BSCI COC in the factory. Management and workers had knowledge about the amfori BSCI COC, but there was some deficiencies of the management system. Such as there was not effective system to implant the requirement that monthly overtime could not exceed 36 hours into their production management system to ensure the working hours compliance with the law. Management thought it was a very high requirement which could not reach easily current, workers considered worker lord was proper, they also preferred to work OT to earn more OT wage.

厂内根据amfori BSCI行为守则制定了CSR管理政策和程序, 管理层和工人对amfori BSCI行为守则都有一些认识, 但是管理系统有些不足, 例如没有有效的系统将月加班时间不能超过36小时的要求嵌入到他们的生产管理系统, 以确保工作时间符合法规要求。管理层认为这是个很高的要求, 当前很难实现, 工人认为工作强度合适, 他们愿意加班获取加班工资。

- 1.4 - Management interview knew that they clear knew their production capacity. However they did not consider the monthly overtimes limitation as law required in the production planning, which had caused the workers' monthly overtimes exceeded the law requirement each months. Confirmed with management the delivery time and quantity of orders were uncertainty, it was needed to arrange overtimes to reach the devily times of different orders each month.

管理层访谈得知, 他们厂清楚了解他们的产能, 但是在生产计划中, 并没有考虑法律要求的月加班时间的限制, 导致了每月工人月加班时间超过法规要求。与管理层确认, 由于订单的交货时间和数量的不确定性, 每个月需要安排加班来满足不同订单的交期。

**Remarks from Auditee:**

None

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 203536] Audit Date: 18/01/2021 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

There were some communication channel such as suggestion box, hotline and etc. provided for workers in the factory. No worker union but 2 worker representatives were freely elected by workers on August 2020. Worker representative and workers could communicate with each other freely in the workplace. amfori BSCI COC was posted on site and trainings provided for workers regular. The long term goals was established to protect workers according to amfroi BSCI COC such as monthly overtime control in following years etc., and the management had communicated the goals with workers .

在厂里有一些沟通渠道例如意见箱, 热线电话等提供给了工人。没有工会但是2020年8月有2名工人代表由工人自由选举得出。工人代表以及工人可以在车间自由的和对方交流。amfori BSCI行为守则张贴在了现场, 并且培训定期提供给了工人。已经根据amfori BSCI 行为守则制定了保护工人的长期目标, 例如接下来几年的月加班时间控制等, 并且工厂已经和工人沟通了这些长期目标。

**Remarks from Auditee:**

None

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

Full Audit [Audit Id - 203536] Audit Date: 18/01/2021 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

Factory had established freedom of association and collective bargaining procedure, there was no worker union in factory, but 2 worker representatives were freely elected by workers on August 2020. Through worker interview, workers could raise the suggestion/ grievance through worker representative, suggestion box and there was anti-retaliation procedure also established to protect workers.

工厂已经建立了自由结社和集体谈判程序。工厂没有工会, 但有2020年8月由工人自由选举出了2位员工代表。通过员工访谈得知, 员工可以通过员工代表, 意见箱等提出建议/申诉, 防止打击报复程序也有建立以保护工人。

**Remarks from Auditee:**

None

<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 203536] Audit Date: 18/01/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Anti-discrimination procedure was established in the factory and communicated to workers by trainings regular, there was no discrimination in the factory, such as no discrimination about the age, marriage status etc. during the recruitment, no discrimination about the gender, background etc. in their daily operation. Worker had clear understanding about the Non-discrimination requirement in the factory. 厂内建立了反歧视程序, 并且通过定期培训与工人进行沟通, 厂内没有歧视, 例如在招募过程中没有例如关于年龄, 婚姻状况等歧视, 日常运作中没有关于性别, 背景等歧视。厂内工人对反歧视的要求有清晰的认识。	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 203536] Audit Date: 18/01/2021 PA Score: A	Deadline date:18/12/2021
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Factory had collected the law requirement about wages and benefits, the procedure and factory rule was established according to law requirement and amfori BSCI COC, which had been communicated with workers. Legal minimum wage was RMB RMB1720/month and equal to RMB9.88 (1720/21.75/8)/hour since January 1, 2020 and RMB1650/month and equal to RMB9.48 (1650/21.75/8)/hour before. Workers minimum wage was RMB 9.89 per hour. All workers wage were calculated by hourly rate. Wage was paid on 15h of following month by cash. Pay slips were provided for workers. No illegal deduction. OT remuneration was paid according the legal requirement. Paid annual leave, holiday and other leaves were given according to the law. Payroll records from January 2020 to December 2020 were provided for review. Payroll records of 9 samples from different workshops were reviewed randomly during this audit. 工厂已经收集了关于工资和福利的法规要求, 已经根据当地法律要求以及amfori BSCI 行为守则制定了程序和厂规, 并且与所有工人进行沟通。当地的最低工资标准自2020年1月1日起为人民币1720元等同于每小时人民币9.88 (1720/21.75/8) 元, 之前为1650元等同于每小时人民币9.48 (1650/21.75/8)元。目前, 工人的最低工资为每小时人民币9.89元。所有员工工资为计时工资。工资于次月15号现金发放。工资条提供给了员工。没有非法工资扣款。加班补偿依法进行支付。带薪的年假, 假日以及其他假期依据法律进行了提供。2020年1月至2020年12月的工资记录提供进行了审核, 本次审核随机抽查了9名来自不同车间的工人的工资记录。 <b>5.5 -</b> Copy of social insurance records from January 2020 to December 2020 were provided (the original one and website could not be accessed due to the accountant was absent during this audit), it was noted that factory provide insufficient social insurances for workers. From the latest records on December 2020, there were 49 employees on that month, no one reached retirement age, no new worker joined less than one month in the factory. Factory did not provided social insurances included basic endowment insurance, unemployment insurance, maternity insurance, basic medical insurance and injure insurance for 10 employees. Management knew social insurance needed to provide for all employees as law required and they had told the law requirement to workers, but it was not a mandatory requirement in their recruitment practise. Workers could have their own choices, workers confirmed that they had participated in rural insurance before joined the factory, including the new rural social endowment insurance and new rural cooperative medical insurance, most of them did not want to transfer to social insurance in the factory. Reference laws: PRC Labor Law, article 72-73. Remark: A commercial accident insurance was provided for all employees, period was a year from November 4, 2020 to November 3, 2021. 提供2020年1月至2020年12月的社保记录复印件(由于会计缺席本次审核, 原件以及网站无法获取), 发现工厂提供给工人的社保不足。最新的2020年12月的记录显示, 该月49名员工, 该月没有人到达退休年龄, 没有新工人入职少于一个月。工厂没有提供社保包括养老保险, 失业保险, 生育保险, 医疗保险和工伤保险给10人。管理清楚根据法律要求, 社保需要提供给所有人, 工厂也告知了法律要求给工人, 但是在他们的招工惯例中, 并没有作为强制要求。工人可以自己选择, 工人确认他们在入厂前已经购买了农村居民保险, 包括新型农村社会养老保险和新型农村合作医疗保险, 他们大部分都不愿意转到工厂的社保。参考法规: 中华人民共和国劳动法, 第72-73条。备注: 工厂提供了一份商业意外险给所有员工, 周期为一年, 从2020年11月4日至2021年11月3日。	
<b>Remarks from Auditee:</b> None	

<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 203536] Audit Date: 18/01/2021 PA Score: D	Deadline date:18/12/2021
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>Factory used face scanning/ finger printing machine to record employees' working hours. Monday to Sunday is a full working week. The normal working hours are 8 hours a day and 5 days a week. Only one shift was arranged normal working time, 08:00-12:00 and 13:00-17:00, and 2 hours overtime were arranged if needed. 150%, 200%, 300% of normal rate would be compensated for overtime on normal working days, weekend and statutory holidays. All employees were guaranteed one day rest in a week, always on Sunday. Overtime was voluntary to workers. Workers could also use the free drinking water and toilets freely at any time. Attendance records from January 1, 2020 to January 18, 2021 were provided for review. 9 employees were randomly sampled from different departments each month. Employees' maximum overtimes reached to 2 hours per day, 20 hours per week and 96 hours per month.</p> <p>工厂使用脸部识别/指纹扫描设备来记录员工上班时间。周一到周日为一个完整工作周。正常工作时间为每天8小时和每周5天。厂里安排一班, 正常工作时间为08:00-12:00 以及13:00-17:00, 需要时, 会安排2小时加班。平时加班, 周末加班和节假日加班, 工厂分别支付了平时工资的150%, 200%和300%。所有员工均保障每周休息1天, 一般是周日。加班对员工是自愿的。工人在任何时间都可以随意使用免费饮用水和厕所。2020年1月至2021年1月18日的考勤记录提供了查看。每个月份随机从不同部门抽取9名员工工作为样本。最长加班时间每天达到2小时, 每周20小时, 每月96小时。</p> <p><b>6.2 -</b> Working hours and overtimes requirement was clear established, workers and management clear understand the law requirement in the factory, but there was not control system to control workers' monthly overtime work was compliance with the law. Attendance records from January 1, 2020 to January 18, 2021 were provided for reviewing. It was noted that employees monthly overtimes exceeded 36 hours every month. 9 employees were randomly selected for checking records, it was noted the monthly overtimes of all 9 employees were 86 hours in December 2020, 96 hours in October 2020 and 82 hours in June 2020. Confirmed with management, it was needed to arrange overtimes to meet the delivery time of different orders, currently it was hard to control worker's monthly overtime was compliance with the law, workers also needed some OT to earn more wages. The interviewed workers said they knew the legal requirement but they wanted to have some OT to earn more OT wage. Reference laws: PRC Labor Law, Article 41.</p> <p>厂内已经制定了工作时间和加班时间的清晰要求, 但是没有月加班时间的控制系统来控制月加班可以符合法律。提供了2020年1月1日至2021年1月18日的考勤, 发现这期间, 每月员工的月加班时间都超过了36小时。随机抽取了9名员工查看记录, 发现所有9名工人的月加班时间, 2020年12月为86小时, 2020年10月为96小时, 2020年6月为82小时。与管理层确认, 需要安排加班来满足不同订单的交期, 目前, 很难控制工人的月加班时间可以符合法律, 工人也需要一些加班赚取加班费。受访工人称他们知晓法规的要求但是他们愿意加班获取加班工资。参考中华人民共和国劳动法41章。</p>	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 203536] Audit Date: 18/01/2021 PA Score: A	Deadline date:18/04/2021
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>Factory had collected and updated the occupational health and safety law regular, OHS management procedure was established. Factory rent and occupied the 4/F and 5/F of one 5-storey building used as office, production floor and warehouse. No dormitory, kitchen, canteen and transport facility was provided. On site observed that the temperature and lighting were proper in the workshops. OHS risk assessment was conducted in October 2020. OHS training such as the PPEs, fire drill and machine safety trainings were provided for workers regular. There were 2 exits with clear exit sign and emergency light in each workshops. The firefighting equipment such as fire alarm, fire extinguishers, and hydrant was adequate, checked monthly and maintained regular. Evacuation plans were posted each workshops. First aid kits was provided in the workshops. 2 workers were qualified as first aiders by hospital and factory also signed the emergency medical agreement with nearby hospital. Potable water and clean toilets by segregated gender were available in the factory.</p> <p>工厂已经定期收集和更新了最新的职业健康安全法规, 制定了职业健康安全管理程序。工厂租用了1幢5层建筑的4楼和5楼作为办公, 生产和仓库。没有宿舍, 厨房, 食堂以及交通工具。现场查看, 车间里的温度和照明适宜。工厂在2020年10月进行了职业健康安全风险评估。职业健康安全培训, 例如化学品, 个人防护用品, 消防演习, 设备安全等培训定期提供给工人, 每个车间都有2个带有清晰的出口标识和应急灯的出口。消防设备如消防报警器, 灭火器, 消防栓充足, 并且每月检查, 定期保养。所有车间都张贴了平面逃生图。车间配备了急救箱和洗眼器。厂内有2名工人由医院培训合格的急救员并且工厂与附近医院签署了紧急医疗协议。厂内有干净的饮用水和按照性别分开的洗手间。</p> <p><b>7.3 -</b> The latest OHS risk assessment report issued in October 2020 did not include the correlated risk (such as fire safety risk etc) of other factories in the same building. 2020年10月发布的最新的风险评估报告中没有包含同一建筑内其他工厂的关联风险 (例如消防风险等。)</p> <p><b>7.7 -</b> 1. There was no independent chemical warehouse to store ethanol in the factory, more than 2 months quantity of ethanol were stored in the workshops directly. Regulation on the Safety Management of Hazardous Chemicals, Article 24. 2. There was no second container and safety label provided for the ethanol used and stored in the factory. Reference Law: Regulation on chemical safe handling in workplace, Article 12 and Regulation for Safety of Hazardous Chemical, Article 20. 1.厂内没有独立的化学品仓库以储存酒精, 超过2个月使用量的酒精直接存放在车间。参考法律法规: 危险化学品安全管理条例, 第二十四条。2. 厂内存储和使用的酒精没有提供二次容器和安全标签标示。参考法律法规: 工作场所安全使用化学品规定, 第十二条和危险化学品安全管理条例第二十条。</p> <p><b>7.8 -</b> Factory did not display the emergency procedure in the workshops during this audit. 本次审核, 工厂没有在车间内张贴事故应急处理程序。</p>	
<b>Remarks from Auditee:</b> None	

<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 203536] Audit Date: 18/01/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The recruitment rule and prohibition of child labor procedure regulated that the factory would not recruit workers under 16 years old as law required. And factory had established remediation measure of child labor. HR management, on site supervisor and workers had clear idea about the prohibition of child labor requirement, there was some age-verification mechanisms such as interview crosscheck in the recruitment process, no child labor was identified during this audit, the youngest worker was 20 years old. 招聘规程以及禁止童工程序规定了工厂不能使用法律规定的16岁以下的工人。工厂也建立了童工补救措施。人力资源管理, 现场主管以及工人有关于禁止使用童工规定的清晰概念。招聘流程中有例如面谈交叉验证等年龄识别方法。本次审核没有发现童工, 最年轻的工人为20岁。	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 203536] Audit Date: 18/01/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Factory established young workers protection management procedure included health examination, working hours limitation, no night shift, grievance etc. Factory had conducted the OHS risk assessment about young workers in October 2020. No young worker in the factory during this audit. 工厂建立了未成年工的保护管理程序, 包括体检, 工作时间限制, 不上夜班, 申诉等。工厂于2020年10月已经进行了关于未成年工的职业健康安全风险评估。本次审核, 没有发现未成年工人。	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 203536] Audit Date: 18/01/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Factory would sign labor contracts with worker once workers joined the factory. The content of the labor contracts was complete, which included time limit for the employment contract, the work time, rest and vacation, the remunerations etc. Information had been clear communicated with workers, worker had kept one copy. 工厂会在员工确定入厂时签署劳动合同。员工的劳动合同内容是完整的, 包括了合同期限、工作时间、休息和假日, 工资报酬等。信息都与工人进行了明确的沟通, 工人也保存了一个副本。	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 203536] Audit Date: 18/01/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Factory had established procedure to prohibit the forced labor, disciplinary measure or used the prison labor,, there was movement free in the factory, free to leave after the work. No deposit money or ID card in the factory. There was one disciplinary procedure stipulated that workers would be warned, demerits or fired if employee violates the facility rules. No any disciplinary deduction was used as a disciplinary practice. 工厂建立了禁止强迫劳动、处罚或使用监狱劳工。在厂内行动自由, 工作后可以自由离开。厂内没有押金或者扣押身份证。有一个惩戒程序指名如果员工在违反纪律会被警告、记过和开除。没有使用任何惩戒扣款作为惩戒措施。	
<b>Remarks from Auditee:</b> None	

<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 203536] Audit Date: 18/01/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Environment protection policy and procedure had been established. Factory had obtained the Environmental Impact Assessment report form and approval, environmental protection acceptance check report. On site observed that there was no production wastewater,waste air but noise discharged from production process. Pollution discharge permit was not applicable for factory and factory had filled pollution discharge registration information via local Environment Protection Bureau website. Factory had conducted monitoring for the living waste water and noise in October 2020, result was acceptable. No hazardous waste was discharged in the factory. 已经建立了环保政策和程序。工厂取得了环境影响评估报告表和批复，环保设施竣工报告。现场查看生产工序中没有生产废水，废气但是有噪声排放。排污许可证不适用于工厂，工厂已经通过当地环保局网站填写排污登记信息。工厂在2020年10月进行了生活废水和噪声的监测，结论合格。厂内没有危险废弃物产生。	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 203536] Audit Date: 18/01/2021 PA Score: A	Deadline date:18/03/2021
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Factory had established Business Ethics procedure according to amfori BSCI COC and the laws. There was investigation and disciplinary measures for the unethically behaviour in the factory. Management claimed all information and files were actual and accurate in the factory. No business ethics negative information was noted during this audit. 工厂已经依据amfori BSCI行为守则以及法规建立了商业道德程序。厂内有不道德行为的调查和惩治程序，管理层表明所有信息和文件都是真实准确的，本次审核，没有发现关于商业道德方面的负面信息。 <b>13.2 -</b> The address information of business license was not updated. Factory address on business license was Second Floor, Building 54, Area B, Pushang Industrial Park, Jinshan Industrial Concentration Area, Number 2, Hongjiang Road, Jianxin Town, Cangshan District, Fuzhou, Fujian, China, but factory moved to 4/F and 5/F of Building 54 and the Second Floor had stopped operation since 2016 until now, the factory did not update its address information at local government. Reference Law: Regulations of PRC for controlling the registration of enterprises as legal persons Article 17. 营业执照的地址信息没有更新。工厂营业执照的地址为福建省福州市仓山区建新镇红江路2号金山工业集中区浦上工业园B区54#楼厂房二层，但是工厂于2016年搬迁至该54#楼厂房的4楼以及5楼，而2楼已经停止生产，截止目前工厂没有在当地政府部门更新地址信息。参考法律法规：《中华人民共和国企业法人登记管理条例》第十七条。	
<b>Remarks from Auditee:</b> None	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	18/01/2021	203536	D	A	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



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



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



Photo first aid facilities  
First aid kit.JPG

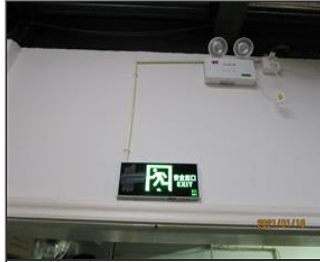


Photo of fire safety equipment  
Emergency light and exit sign.JPG



Photo of fire safety equipment  
Evacuation plan.JPG



Photo of fire safety equipment  
Fire alarm.JPG



Photo of fire safety equipment  
Fire extinguishers.JPG



Photo of fire safety equipment  
Fire hydrant testing.JPG



Photo of fire safety equipment  
Fire hydrant.JPG



Photo of the code of conduct on display  
amfori BSCI COC posted.JPG



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



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



Photo of the inside of the main production hall  
Electric shock warning.JPG



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



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



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



Photo of the sanitary facilities  
Drinkable water.JPG



Photo of the sanitary facilities  
Toilets.JPG



Photo of non-conformity  
Finding 7.6 Factory did not display the emergency  
procedure in the workshop.JPG



Photo of non-conformity  
Finding 5.6 Factory provide insufficient social insurances  
for workers.JPG

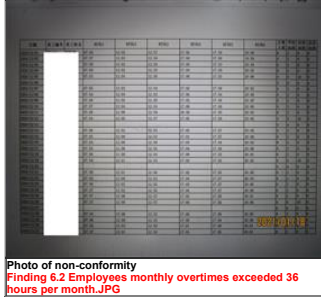


Photo of non-conformity  
Finding 6.2 Employees monthly overtimes exceeded 36  
hours per month.JPG



Photo of non-conformity  
Finding 7.7 More than 2 months quantity of ethanol were  
stored in the workshops directly - Copy.JPG



Photo of non-conformity  
Finding 7.7 No second container and safety label provided  
for the ethanol.JPG