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Auditee :	<b>FUJIAN AUPLEX KAMADO GRILL CO.,LTD</b>
Audit Date From :	<b>20/06/2017</b>
Audit Date To :	<b>20/06/2017</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the BSCI platform</b>
Auditing Company :	<b>TUEV Rheinland</b>
Auditor's Name(s) :	<b>Eason Chen(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 BSCI Platform.  
Access [www.bsciplatform.org](http://www.bsciplatform.org), for entitled users only.

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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform. © Foreign Trade Association (FTA), 2013 - The English version is the legally binding One.

**Rating Definitions**



Rating	A combination of ratings per performance area where:	Consequence																																													
<p><b>A</b> <b>OUTSTANDING</b></p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></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><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>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>A</td><td>B</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	A	A	A	A	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
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<p><b>B</b> <b>GOOD</b></p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></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><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>B</td><td>C</td><td></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>B</td><td>C</td><td>C</td><td>C</td><td></td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	B	C		B	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 needing follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	B	C	C	C																																		
<p><b>C</b> <b>ACCEPTABLE</b></p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></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>C</td><td>C</td><td>C</td><td>C</td><td></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>C</td><td>D</td><td></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>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	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	C	D		C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C																																		
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<p><b>D</b> <b>INSUFFICIENT</b></p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></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>D</td><td>D</td><td>D</td><td></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>D</td><td>E</td><td></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><td>E</td><td>E</td></tr> </table>	A	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	D	E		D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
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<p><b>E</b> <b>UNACCEPTABLE</b></p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></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><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><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><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	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	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	E	E	E	E	E	E	E																																	
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E	E	E	E	E	E	E	E	E	E	E	E	E	E	E																																	
<p><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

**Main Auditee Information**



Name of producer :	FUJIAN AUPLEX KAMADO GRILL CO.,LTD		
DBID number :	369694		
Audit ID :	82470		
Address :	2# Building,No.318 Bailong Village,Zhuqi Village,Minhou County, Fuzhou		
Province :	Fujian	Country :	China
Management Representative :	Ms.Xiaoyan Yang/Manager		
Contact person:	Zhuqing Zhuang	Sector :	Non-Food
Industry Type :	Accessories	Product group :	other accessories (please specify)
Product Type :	Kamado grill		

**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
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 : 20/06/2018

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
C	D	A	A	B	D	A	A	A	A	A	B	B

**Executive summary of audit report**

Total 4 factory or companies and 5 buildings within this boundary, but auditee just rented the 2/F of No.1 building and 1/F of No.2 building used as production area. And other building distribution as follow:  
 1/F of No.1 building(2-storey) for idle.  
 2/F of No.2 building(2-storey) : Fujian Auplex Electric Appliance Co.,Ltd.(manufacture of Heat transfer machine)  
 No.3 building(2-storey): Fujian Huagong thermoprinting machine Co.,Ltd.(manufacture of thermoprinting machine)  
 No.4 building(flat building): Fujian Huagong thermoprinting machine Co.,Ltd.(manufacture of thermoprinting machine)  
 No.5 building(5-storey) building): Fujian Auplex Investment Co. Ltd.(just office)  
 Verified through management, worker interview and document review, the products of them were totally different and no management and worker shared.  
 In addition, although the canteen and dormitory present in this boundary, but it belong the renter of Fujian Auplex Investment Co. Ltd.(This boundary belong the landlord of Minhou Tianshun Packaging Co.,Ltd.)  
 The company of Fujian Auplex Investment Co. Ltd., Fujian Auplex Electric Appliance Co.,Ltd. and auditee belong the same boss, but they all have separate business licenses. The auditee was established on 21 June 2016, and started operation on 23 June 2016, so the time records from 23 June 2016 to audit day were reviewed randomly.  
 MGB Ref. No.: S17-30669-003-0727

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	FUJIAN AUPLEX KAMADO GRILL CO.,LTD	Legal status :	Limited company
Local Name :	福建阿普莱斯烧烤炉有限公司 (91350121MA34970T15)	Year in which the auditee was founded :	2016
Address :	2# Building, No.318 Bailong Village, Zhuqi Village, Minhou County,	Contact person (please select) :	Zhuqing Zhuang
Province :	Fujian	Contact's Email :	2247997827@qq.com
City :	Fuzhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	N/A
GPS coordinates :	119.8'24"E 20.6'54"N	Total turnover (in Euros) :	1200000.00
Sector :	Non-Food	Of which exports % :	99.00
Industry :	Accessories	Of which domestic market % :	1.00
If other, please specify :		Production volume :	Around 2000 piece per month
Product Group :	other accessories (please specify)	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Kamado grill		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	25	Total number of workers in the production unit to be monitored (if applicable) :	0
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	16	9	
Temporary workers	0	0	
In management positions	1	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	8	4	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	16	9	
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 - 82470] Audit Date: 20/06/2017 PA Score: C

Deadline date:31/10/2017

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee has established a management system to ensure daily operations work in line with BSCI conduct of code, social responsibility policy was issued. The BSCI COC in local language was posed on the notice board in the factory. Ms. Xiaoyan Yang/Manager was responsible that the BSCI social requirements. The COC and TOI were signed before this audit. Internal audit and management review were conducted by auditee.

整体观察表明被评估企业已建立了管理系统, 确保日常运营工作与BSCI行为准则一致, 企业已建立了社会责任政策。中文版的BSCI行为守则张贴在企业内的广告板上。工厂经理阳小燕女士负责BSCI社会责任要求。企业在评估前已签了BSCI COC和TOI。工厂对其体系进行了内审和管理评审。

- 1.3 - The factory had established management system for business partners, including but not limited suppliers. But the factory didn't communicate BSCI COC to business partners.  
工厂建立了商业合作伙伴的管理体系, 包括但不限于供应商。但是工厂没有将BSCI的行为准则 (COC)传达给商业合作伙伴。
- 1.4 - The company didn't have a good capacity planning to meet the expectations of the delivery order led to workers had excessive overtime work in past 12 months.  
工厂没有一个完善的产能计划去完成预期的订单交货以致于员工在过去12个月有超时加班。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 82470] Audit Date: 20/06/2017 PA Score: D

Deadline date:31/10/2017

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The auditee has set and publicly stated their mission, vision and objective, which also refer to BSCI COC. Furthermore, the auditee had ensured worker involvement via detailed procedures and trainings on worker and worker representation and grievance mechanism. Satisfactory evidence had shown that there were freely-elected worker representatives, who meet and communication with management at least twice per year. An annual training plan was established. Training record on health, safety, work rule and working skills which provided for employees were documented.

受审核方参照了BSCI行为守则, 公开表示他们的使命、愿景和目标。此外, 被评估企业确何了职工参与, 通过详细的程序及对工人和工人代表进行申诉机制培训。令人满意的证据表明, 有自由选举的工人代表, 与管理人员交流至少每年两次, 企业建立年度培训计划。企业对员工的健康、安全、工作规则和工作技能进行了培训, 且保存了培训记录。

- 2.2 - The auditee didn't define long term goals to protect workers according to the BSCI values and principles or its BSCI performance, including how to reduce overtime hours and improvements of social insurance compliance.  
被审核方没有根据BSCI使命或愿意或其BSCI表现去定义长期的目标去保护员工, 比如降低加班时间和提高社保参保等。
- 2.3 - The workers were not trained on how to use the grievance mechanism.  
工厂没有培训员工如何使用申诉机制。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 82470] Audit Date: 20/06/2017 PA Score: A

Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The overall observation shows that the Right of association or collective bargaining was not restricted. Worker representatives were freely elected. No union existed in the factory.

整体的观察表明, 结社自由与集体谈判权不受限制。工厂自由选举了员工代表。工厂没有工会。

**Remarks from Auditee:**

**Performance Area 4 : No Discrimination**

Full Audit [Audit Id - 82470] Audit Date: 20/06/2017 PA Score: A

Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The overall observation shows that no discrimination in the factory. During worker interviews, it was found that there was no unequal, abuse, unusual disciplinary practices, and there were no preference on the religion, origin, political affiliation or age, gender or social background.

整体的观察表明, 工厂里没有歧视。在员工访谈中, 员工反映在被评估企业里, 没有不平等, 虐待, 不寻常的纪律处分, 且没有对宗教, 出身, 政治派别或年龄, 性别或社会背景有偏见。

**Remarks from Auditee:**

**Performance Area 5 : Fair Remuneration**

Full Audit [Audit Id - 82470] Audit Date: 20/06/2017 PA Score: B

Deadline date:31/10/2017

**GOOD PRACTICES:**

The fair remuneration scan was provided before audit.

**AREAS OF IMPROVEMENT:**

The Legal minimum wage document was collected by the auditee. Payrolls of 6 samples from June 2016 to May 2017 were reviewed randomly. Legal minimum wage was from RMB1170/month raised to RMB1350/month and equal to 7.76/hour since July 1, 2015. The factory minimum wage was RMB10/Hour. Wage was calculated at hourly rate. The workers' overtime work was compensated legally. Wage was paid by cash at 15th of following month. The pay slip was provided to workers. Paid holidays were provided. Factory provided the corrective action regard in fair remuneration to make sure the income of workers gradually achieve the live costs in its region and its workforce.

企业收集了法定最低工资文件。随机抽了6名来自不同车间的工人从2016年6月至2017年5月的工资记录。当地的最低工资标准从2015年7月1号开始由RMB1170调整为RMB1350等同与每小时RMB7.76(1350/21.75/8)。企业支付工人的最低工资为人民币10元每小时。员工的加班工资依法得到补偿。每个月15号发上月工资。工资单提供给了员工。带薪休假已提供。工厂提供了关于公平报酬的改进措施,以确保员工的工厂能够逐步地达到在当的劳动者的生活成本。

5.5 - Factory could not provide the social insurance information (include social insurance receipt document and social insurance system) for review, so the social insurance data could not be verified. Verified through management interview, just 6 of 25 workers purchased the 5 kinds of social insurance (retirement insurance, unemployment insurance, maternity insurance, employment injury insurance and medical insurance) Reference law: PRC Labor Act, Article 72.

工厂无法提供社保购买信息(包括社保单据和社保系统)供审核,所以社保数据无法核实。根据管理者访谈,25名员工中只有6名员工购买了五种社会保险(养老,失业,生育,工伤和医疗保险)。参考法规:《中华人民共和国劳动法》第72条。

**Remarks from Auditee:**

**Performance Area 6 : Decent Working Hours**

Full Audit [Audit Id - 82470] Audit Date: 20/06/2017 PA Score: D

Deadline date:31/10/2017

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

Normal working hour was 8 hours per day and 5 days per week. One shift was arranged, working hours 8:00-12:00, 13:30-17:030, and if needed, overtime started from 18:00 to 20:00. Time records from 23 June 2016 to audit day were reviewed randomly. Time records for 6 workers from different workshop were randomly selected for review. Electronic data processing system was accessed. Maximum 2 hours overtime per day 16 hours per week, 60 hours per month and 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily.

正常工作时间为每天8小时,每星期5天。企业安排了一个班,工作时间:8:00-12:00,13:30-17:30,如果需要加班:18:00至20:00。随机抽了6名来自不同车间的工人从2016年6月23日至审核当日的考勤记录。企业用电子考勤处理系统记录员工的考勤。员工每天最高加班2小时,每周最高加班16小时,每月最高加班60小时,6天连续工作后休息1天。在员工访谈时,工人们反映他们加班是自愿的。

6.2 - The monthly overtime hours of all sampled workers exceeded 36 hours from July 2016 to June 2017(except for June 2016,and till to audit day,the monthly OT of June 2017 were 44 hours ),and the maximum up to 60 hours in July 2016, March 2017 and April 2017; No any overtime control was done by factory and no tracking on overtime working. Reference law: PRC Labour Law article 41, the total extension in a month shall not exceed thirty-six hours.

所有抽样的员工从2016年7月至2017年6月的月加班时间超过36小时(除了2016年6月,并且,截止审核当天,2017年6月的月加班时间为44小时),2016年7月2017年3月和4月最大月加班时间达到60小时;工厂没有对加班进行管控,也没有对加班进行跟踪。参考法律法规:《中华人民共和国劳动法》第41条,用人单位每月加班不得超过三十六小时。

**Remarks from Auditee:**

<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 82470] Audit Date: 20/06/2017 PA Score: A	Deadline date:31/10/2017
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The overall observation shows that the auditee shows fulfils the requirements of this performance area. During plant tour, it was found that proper personal protective equipments were provided with proper warnings. Training records on personal protective equipment usage were reviewed. Building Construction Inspection Certificate and Fire Safety Inspection Certificate of production building were provided for review. Fire early warning system was installed and inspected monthly. Sufficient fire extinguishers and fire hydrants were installed and inspected monthly. Emergency lights and exit marks were installed properly and inspected monthly. The evacuation drills were conducted twice per year. Evacuation routes were not blocked and evacuation plans were posted at each workshop. There were first aider trained workers in the factory. Sufficient first aid kits stocked with necessary supplies were provided in workshops. No dormitory, canteen and transportation were provided by factory.</p> <p>整体观察表明被评估企业满足这个章节的要求。在现场巡查中发现,企业给员工提供了个人防护用品,且有相应的警告标识。个人防护用品的使用培训记录已评估。工厂提供了建筑的竣工验收和消防验收报告供评估。企业安装了消防预警系统,足够的灭火器,消防栓,应急灯和出口标志,且每月进行了检查。消防演习每年进行了两次。每个车间粘贴了消防逃生图,巡查中所有的逃生通道畅通。企业有培训过的急救员,车间里提供了充足的急救用品。工厂没有为员工提供宿舍,食堂及交通工具。</p>	
<p>7.1 - No pre-job and post-service occupational diseases examination for workers exposed to occupational hazards position(e.g. glazing area). Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35. 工厂未能提供从事有职业病危害工种的人员的岗前和离岗体检报告:如:上釉区域。参考法律法规:《中华人民共和国职业病防治法》第三十五条。</p>	
<p>7.2 - Factory did not provide the social insurance information for review, so the injury insurance data could not be verified, and that factory did not provided the other insurance information for review. Reference law: PRC Law of Social Insurance Law article 33. 工厂没有提供社保购买信息供审核,所以工伤保险数据无法核实。并且工厂也没有提供其它的保险信息供审核。参考法规:《中华人民共和国社会保险法》第三十三条。</p>	
<p>7.4 - Workers and their representative were not involved in health and safety risk assessment. 发现工人和工人代表没有受邀参与进行职业健康安全风险的评估。</p>	
<p>7.6 - The forming workers did not use protective masks when working in forming position. Reference law: Production Safety Law of the People's Republic of China, article 42. 工厂成型岗位员工在工作时没有佩戴口罩。参考法规:《中华人民共和国安全生产法》,第42条。</p>	
<p>7.13 - 1.The factory was using normal fluorescent lamps without fire prevention measures of heat insulation and heat rejection in packaging material storage area. Reference law: Rules on Administration of Fire Safety in Warehouses, article 38. 2.It was noted that some switch boxes were opened and the switches were exposed outside. (Laws and Regulations: Guideline of Handling Electricity Safety, Article 4.4) 1.工厂包材存放区域使用的是普通荧光灯而无隔热、散热等防火保护措施。参考法规:仓库防火安全管理规则,第三十八条。2.评估中发现一些电器开关箱没有闭合,电器开关裸露在外。(参考法律法规:《用电安全导则》第4.4条)</p>	
<p>7.17 - Factory failed to provide valid inspection report of cargo lift and forklift during the audit period. Reference law: Article 25 Of Regulation on Special Equipment Safety Supervision. 审核期间工厂未提供有效的货梯和叉车检查报告。参考法规:《特种设备安全监察条例》第25条。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 82470] Audit Date: 20/06/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The overall observation shows that the auditee shows fulfils the requirements of this performance area. The factory establishes an employment management procedure which states the factory should never employ and use any child labor under the age of 16 years old, and the factory will verify all employees' original ID cards at the time of recruitment and keep the photocopies of employees' ID cards in the personnel files.</p> <p>整体观察表明被评估企业满足这个章节的要求。企业建立了雇用管理程序,陈述其不使用小于16年的童工。企业在招聘员工时会核查员工的身份证原件和保留其复印件在员工档案里。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 82470] Audit Date: 20/06/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>There was no young worker identified based on document review, plant tour and worker interviews. The risk assessment for young worker was conducted while the factory did not engage any young worker.</p> <p>基于文件审阅,现场走访和员工访谈,没有发现未成年工。即使工厂没有聘用未成年工,工厂还是进行了有关未成年工的风险评估。</p>	
<b>Remarks from Auditee:</b>	



<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 82470] Audit Date: 20/06/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> No temporary workers or agency workers were used by factory. Factory signed labor contract with all employees as legal requirements. 工厂没有使用临时工或劳务派遣工。工厂按法规要求和所有员工签订劳动合同。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 82470] Audit Date: 20/06/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> Based on site tour and interview, there was no prison labor or forced labor. No ID card or wage was withheld by factory. No migrant (national citizens) was found. No corporal punishment, threats and intimidation occurred. It was observed that workers were working without pressure. Disciplinary measures were all reasonable: Verbal warning, warning letter and termination. 基于现场走访和访谈, 工厂里没有监狱劳力或强迫劳动。身份证和工资没有被工厂扣留。没有发现外国劳工。体罚, 威胁和恐吓等行为没有发生。员工在没有压力的环境下工作。所有的惩戒措施都是合理的: 口头警告, 警告信和解除劳务关系。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 82470] Audit Date: 20/06/2017 PA Score: B	Deadline date:31/10/2017
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> Factory established environmental policy. 工厂建立环境的方针政策。 <b>12.1 -</b> The construction units did not compile Environmental Impact Report, Environmental Impact Report Form or fill out Environmental Impact Registration Form. Reference law: PRC Environmental Impact Assessment Law Article 16. 审核中发现工厂没有按照规定组织编制环境影响报告书、环境影响报告表或者填报环境影响登记表。参考法律法规:《中华人民共和国环境影响评价法》第16条。 <b>12.2 -</b> The factory did not collected related law about Environmental. 工厂没有收集关于环境方面的法规。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 82470] Audit Date: 20/06/2017 PA Score: B	Deadline date:31/10/2017
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> The auditee established anti-bribery policy and procedure. Based on site tour, interview and document review, no any corruption behavior was found. The auditee established a procedure to protect confidentiality of personal private information. 工厂建立了反贿赂政策和程序。基于现场走访, 访谈和文件审核, 没有发现腐败行为。工厂建立了保护个人隐私信息的程序。 <b>13.1 -</b> Staff at the management level did not sign their understanding and agreement to the written anti-corruption/anti-bribery policy. 管理层员工没有签署书面的反腐败、反贿赂政策承诺书。 <b>13.2 -</b> It was noted that the address stated in business license provided by factory was 2# Building, No.318 Bailong Village, Zhuqi Village, Minhou County, Fuzhou, Fujian, China. However, the actual audited site: 2/F of No.1 building and 1/F of No.2 Building, No.318 Bailong Village, Zhuqi Village, Minhou County, Fuzhou, Fujian, China. As confirmed with factory management, they changed the partial production area but didn't update the business license timely. Reference law: Article 17 of Enterprises Legal Representative Registration Management Regulation of the People's Republic of China (issued from State Council Directive No. 1 on 3 June 1988). 工厂提供的营业执照上地址为中国福建省福州市闽侯县竹岐乡白龙村318号2#车间整座;实际经营范围为中国福建省福州市闽侯县竹岐乡白龙村318号1#车间2楼和2#车间1楼。根据与工厂管理层确认, 工厂更改了部分的生产区域, 但没有及时更新营业执照。参考法规:《中华人民共和国企业法人登记管理条例》第17条	
<b>Remarks from Auditee:</b>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	20/06/2017	82470	C	D	A	A	B	D	A	A	A	A	A	B	B	C

**Producer Photos**



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



Photo of fire safety equipment  
**Fire alarm.JPG**



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



External photo(s) of the production unit(s)  
**No.1 Production building.JPG**



Photo of fire safety equipment  
**Fire hydrant.JPG**



Photo of the inside of the main production hall  
**Forming area.JPG**



External photo(s) of the production unit(s)  
**No.2 Production building.JPG**



Photo of non-conformity  
**6.2 The monthly overtime exceed 36 hours per month.JPG**



Photo of the inside of the main production hall  
**Glazing area.JPG**



Photo first aid facilities  
**First aid kit.JPG**



Photo of non-conformity  
**7.13 Normal fluorescent lamps without fire prevention measures of heat insulation and heat rejection.JPG**



Photo of the inside of the main production hall  
**Kilning area.JPG**



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



Photo of non-conformity  
**7.13 some switch boxes were opened and the switches were exposed outside.JPG**



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



Photo of fire safety equipment  
Evacuation plan.JPG



Photo of non-conformity  
7.6 The forming workers did not use protective masks when working in forming position...JPG



Photo of the sanitary facilities  
Drinking water.JPG



Photo of fire safety equipment  
Extinguisher.JPG

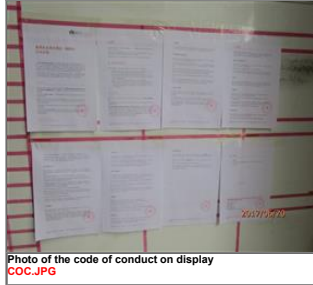


Photo of the code of conduct on display  
COC.JPG



Photo of the sanitary facilities  
Toilet.JPG