
Auditee :	QINGDAO YIHE NONWOVENS CO., LTD.
Audit Date From :	08/07/2020
Audit Date To :	08/07/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Jason Teng(Lead)
Auditing Branch (if applicable) :	



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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: 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 Good	<ul style="list-style-type: none"> Maximum 3 Performance Areas rated C No Performance Areas rated D or E 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.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E 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.
D Insufficient	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E 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.
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E These are three examples: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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 :	QINGDAO YIHE NONWOVENS CO., LTD.		
DBID number :	391737		
Audit ID :	185892		
Address :	NO.88 YINGWANG ROAD, BEIAN AREA, JIMO Qingdao		
Province :	Shandong	Country :	China
Management Representative :	Feifei Cui		
Contact person:	Feifei Cui	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	other soft goods (please specify)
Product Type :	PP nonwoven fabric products		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" 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 : 08/07/2021	

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

Executive summary of audit report

Audit Company: Bureau Veritas Consumer Products Service
 Audit Company APSCA Number: 11600002
 Leader auditor Name: Jason Teng;
 APSCA auditor membership number: 21701231

This was a limited follow up audit on a few performance areas only. Other PA was not included in the follow up audit. The auditor could not ensure that the audit results would be accepted by all BSCI member clients.

Ms. Cui Feifei (HR manager), Ms. Yu Qun (Accountant), (Office manager) and Mr. Zhou Ke (Employee representative) joined the Opening Meeting. During the Opening Meeting, auditor gave factory management a brief introduction on the audit scope, audit goal, audit criteria, general overview of the audit process and methods to be used to conduct the audit (e.g. factory tour, document review, worker interview and end meeting) and emphasized the sampling principle and confidentiality of factory information obtained during the audit. In addition, auditors explained the BSCI COC and BV COC and presented the COC Letter to factory management for their written acknowledgement.

QINGDAO YIHE NONWOVENS CO.,LTD. was located at NO.88 YINGWANG ROAD, BEIAN AREA, JIMO, QINGDAO, CHINA. The factory was established on September 9, 2014. The business license number was 91370282395943168U. The Chinese name was 青岛颐和无纺有限公司. The Chinese address was 中国山东省青岛市即墨区北安办事处营王路88号。

The entire factory was consisted of one 2-storey building used as office and warehouse, one 1-storey building used as workshop and warehouse, one 1-storey building used as warehouse, one 1-storey building used as first aid room. No canteen or dormitory was provided to employees. The factory occupied a total construction area of approximately 3600 square meters.

The factory specialized in the manufacture of PP nonwoven fabric products. The production activities included cutting, inspecting and packing with 1 production line. No production process was subcontracted to other factory. The production capacity was 80 40HC containers per year. The peak season was not obvious. Per factory management interview, employee interview and factory tour, there is no homeworking or subcontractor in the factory.

There were total 23 employees (Male: 9, Female: 14) including 11 non production staffs and 12 production workers in the factory. On the audit date, about 21 employees were present. According to the document review, management review and employee interview, there are no juvenile workers worked in the factory. The minimum age of workers was 26 years old.

There was no labor union in the factory. No collective bargaining agreement in the factory as per interview of both factory management and workers.

5 workers were randomly selected from different departments for private interview with 3 for individual interview and 2 for one group interview. In the interview process, they were honest. No worker was 3rd party contracted. They reported the normal working hours was from Monday to Friday with 8 hours/day. And they worked overtime voluntarily according to the production need. They also reported that the working environment was clean, organized and well lit. They were positive toward the management and the factory. No any unusual circumstance was found.

Per the factory policy review, interview with the factory management and the workers, the factory used finger biometric system to record workers' attendance status. All production sections ran 1 shift with 7:30-11:30 & 13:00-17:00 with 1.5 hours lunch break from Monday to Friday. All production workers' wage was calculated by monthly rate. And the workers were paid at about 20th of next month by cash.

During this audit, factory management provided all the employees' payroll records from July 2019 to May 2020 and all the employees' attendance records from July 2019 to the audited day to auditor for review.

According to the wage records of 5 sampled workers in November 2019, 5 sampled workers in January 2020 and 5 sampled workers in May 2020 (most recent paid month), it was noted that all sampled employees were paid at least minimum wage RMB 2700 per month, which was not lower than local legal minimum wage standard: RMB 1910 per month since June 1, 2018.

The sampled workers were paid the overtime wage with 150% and 200% of their normal wages for all overtime hours worked on weekday and rest days during tested month, which was in accordance with local legal requirement. No overtime worked on statutory holiday was noted during this audit.

According to the wage records of 5 sampled workers in November 2019, 5 sampled workers in January 2020 and 5 sampled workers in May 2020 (most recent paid month), 5 sampled workers from yet-to-pay month June 2020, it was noted that all the sample workers' maximum overtime hours was 0 hour a weekday, 4 hours a rest day, 20 hours a month, and the maximum consecutive working day was 6 days.

According to the social insurance payment receipt provided by factory management, it was noted that 23 out of 23 employees were provided with pension, accident, unemployment, medical, maternity insurance in June 2020.

The auditor crosschecked the attendance records with the production records, including the daily production records, warehouse input/output records, inspecting record and firefighting equipment checking records and no inconsistency was found.

At the end of the audit, a closing meeting was held with factory representatives and all non-compliances noted in this assessment were communicated with the factory management and one copy of onsite CAP was provided to them. The factory management Ms. Cui Feifei signed on the corrective action report and said that they would correct all the noncompliance as soon as possible.

Remark:

There are no agencies or contractor used by the auditee, which makes the contractor license and agency labor contract not applicable. No government waiver was obtained by the factory. No collective bargaining agreement was available.

Ratings Summary



Auditee's background information			
Auditee's name :	QINGDAO YIHE NONWOVENS CO., LTD.	Legal status :	Ltd company
Local Name :	青岛颐和无纺布有限公司(统一社会信用代码 91370282395943168U)	Year in which the auditee was founded :	2014
Address :	NO.88 YINGWANG ROAD, BEIAN AREA, JIMO	Contact person (please select) :	Feifei Cui
Province :	Shandong	Contact's Email :	cuiifeifei@nonwovenchina.com
City :	Qingdao	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 :	North latitude (36°27'20"), East longitude (120°24'35")	Total turnover (in Euros) :	1500000.00
Sector :	Non-Food	Of which exports % :	50.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	50.00
If other, please specify :		Production volume :	80*40*HC containers per year
Product Group :	other soft goods (please specify)	Production cost calculation :	Yes
If other, please specify :	Lawns and Garden supplies	Lost time injury calculation cost :	Yes
Product Type :	PP nonwoven fabric products		

Auditee's employment structure at the time of the audit			
Total number of workers :	23	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	9	14	
Temporary workers	0	0	
In management positions	1	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	9	14	
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

1- Followup Audit [Audit Id - 185892] Audit Date: 08/07/2020 PA Score: B

Deadline date:08/10/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee understood the importance and benefits of having a social management system in place to implement the amfori BSCI Code of Conduct and had set up relevant policies and procedures. Ms.Cui Feifei/HR manager was in charge of following the amfori BSCI values and principles. An internal self-assessment was conducted per year to review its social performance. The auditee had monitored its significant business partners with regard to their social performance and requested them to sign the amfori BSCI Code of Conduct and Terms of Implementation. However, gaps were still noted in the performance area..

被审核方理解建立执行amfori BSCI行为守则的社会管理体系的重要性和好处，并建立了相关的政策和程序。人事经理崔斐斐负责遵循amfori BSCI价值和原则。工厂每年进行一次内审以检查其社会责任表现。被审核方监督了其商业伙伴的社会责任表现，并要求它们签署amfori BSCI行为守则和实施条款。然而，该绩效领域仍存在差距。

- 1.1 - Previous finding: The factory had set up some management procedures to implement the BSCI Code of Conduct, but not all policies were properly implemented. This did not respect BSCI Performance Area 1.1 Not corrected: It was noted that the factory had set up some management procedures to implement the BSCI Code of Conduct, but not all policies were properly implemented. This did not respect BSCI Performance Area 1.1

以前问题：工厂建立了确保BSCI COC有效实施的管理制度，但是不是所有制度都得以有效实施。根据BSCI社会管理体系和级联效应 1.1 没有整改：工厂建立了确保BSCI COC有效实施的管理制度，但是不是所有制度都得以有效实施。根据BSCI社会管理体系和级联效应 1.1

- 1.4 - Previous finding: It was noted that the factory established the production capacity assessment procedure. But the factory did not conduct the production capacity assessment. This did not respect BSCI Performance Area 1.4 Corrected: It was noted that the factory conducted the production capacity assessment.

以前问题：工厂有建立生产能力评估程序，但是未进行生产能力评估。根据BSCI 1.4改善 已经整改：工厂进行了生产能力评估。

Remarks from Auditee:

No comment from factory management

Full Audit [Audit Id - 156646] Audit Date: 10/07/2019 PA Score: D

Deadline date:09/09/2019

Good practices

None

Areas of improvement

The auditee partially respected this performance area. The auditee understood the importance and benefits of having a social management system in place to implement the amfori BSCI Code of Conduct and had set up relevant policies and procedures. Ms.Cui Feifei was in charge of following the amfori BSCI values and principles. An internal self-assessment was conducted per year to review its social performance. The auditee had monitored its significant business partners with regard to their social performance and requested them to sign the amfori BSCI Code of Conduct and Terms of Implementation. However, gaps were still noted in the performance area..The factory did not conduct effectively production capacity assessment to control the overtime hours.

受审核方部分的尊敬了这个领域。被审核方理解建立执行amfori BSCI行为守则的社会管理体系的重要性和好处，并建立了相关的政策和程序。崔斐斐负责遵循amfori BSCI价值和原则。工厂每年进行一次内审以检查其社会责任表现。被审核方监督了其商业伙伴的社会责任表现，并要求它们签署amfori BSCI行为守则和实施条款。然而，该绩效领域仍存在差距。工厂没有有效的进行生产能力评估控制加班时间，

- 1.1 - The factory had set up some management procedures to implement the BSCI Code of Conduct, but not all policies were properly implemented. This did not respect BSCI Performance Area 1.1

工厂建立了确保BSCI COC有效实施的管理制度，但是不是所有制度都得以有效实施。根据BSCI社会管理体系和级联效应 1.1

- 1.4 - It was noted that the factory established the production capacity assessment procedure. But the factory did not conduct the production capacity assessment. This did not respect BSCI Performance Area 1.4

工厂有建立生产能力评估程序，但是未进行生产能力评估。根据BSCI 1.4改善

Remarks from Auditee

Nil

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 185892] Audit Date: 08/07/2020 PA Score: B	Deadline date:08/09/2020
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The facility had complied with BSCI requirements to protect workers. The factory established a long-term goals to reflect a step-by-step approach toward sustainable improvements. Internal grievance mechanism and external grievance mechanism channel were established. Employee representatives were elected in 2020 and held meetings with management every three months. 工厂遵循BSCI 要求来保护工人。建立一个长期目标来体现工厂通过渐进的方式持续发展社会责任，从而实现该目标。建立了内部申诉机制和外部申诉渠道。于2020年选举产生了员工代表，员工代表每3个月与管理层召开一次会议。工厂针对利益相关方建立有效的对外沟通机制,通过员工访谈，工厂员工和员工代表不了解BSCI社会责任要求。</p> <p>2.1 - 1. New finding: Per interview employees and employee representative, it was noted that the employee representatives were appointed by the factory management and was not selected by the employees. In addition, all the employee representatives were management, not including production employees. This did not respect Amfori BSCI Performance Area 2.1 2. New finding: Per employee representative and employee interview, it was noted that the employees were not familiar with Amfori BSCI social responsibility requirement. This did not respect Amfori BSCI Performance Area 2.1 1. 新问题：通过访谈，工厂员工代表是工厂管理层指定的不是选举出来的.并且员工代表都是工厂的管理人员，没有生产工人。根据Amfori BSCI 2.1改善 2. 新问题：通过访谈,工厂员工不了解Amfori BSCI社会责任要求。根据BSCI 2.1改善</p> <p>2.5 - Previous finding: It was noted that the factory did not establish the grievance mechanism in place to guarantee that all the external interested party could address complaints in a proper manner and receive a proper follow up within a reasonable period of time. This did not respect BSCI Performance Area 2.5 Corrected: It was noted that the factory established the grievance mechanism in place to guarantee that all the external interested party could address complaints in a proper manner and receive a proper follow up within a reasonable period of time. 以前问题：工厂没有针对外部利益相关方建立建议和申诉机制。根据BSCI 2.5改善。已经整改：工厂有针对外部利益相关方建立建议和申诉机制。</p>	
Remarks from Auditee: No comment from factory management	
Full Audit [Audit Id - 156646] Audit Date: 10/07/2019 PA Score: B	Deadline date:09/09/2019
Good practices None	
Areas of improvement <p>The auditee partially respected this performance area. The factory had established the worker complaint management procedure and worker representative election procedure, and worker representatives were selected by the workers in 2019, communication meeting between management and worker representatives meeting was conducted regularly. According to interview with worker representative and workers, they were familiar with workplace-related issues, their labor right e.g. the related benefit, job description, working rules, the factory also provided on-board training on workers' right to workers. It had been noted that the factory had an effective grievance mechanism: the mechanism consisted of using suggestion boxes, worker representatives and an open door policy on coming up with suggestion directly to workers' supervisor.Per employee representative and employee interview, it was noted that the employee representative and employees knew BSCI social responsibility requirement. The factory established a long-term goals to reflect a step-by-step approach toward sustainable improvements.But the factory did not establish the grievance mechanism in place to guarantee that all the external interested party could address complaints in a proper manner and receive a proper follow up within a reasonable period of time. 受审核方部分的尊重了这个区域,原因是: 受审核方已建立了员工投诉管理程序和员工代表选举程序,工人在2019年选举了员工代表,管理层和员工代表定期举行沟通会议,根据工会代表及员工的访谈信息,员工代表以及员工都很清楚工厂场所相关信息,以及员工的劳工权利,例如相关的福利待遇,工作描述以及厂纪厂规等。同时工会给员工提供关于员工权利的入职培训。审核过程发现,工厂已建立了申诉体系,员工可通过意见箱,员工代表或直接和主管进行沟通等方式提供投诉。通过员工访谈,工厂员工和员工代表了解BSCI社会责任要求。工厂有建立一个长期目标来持续发展BSCI的社会责任要求。工厂没有针对外部利益相关方建立建议和申诉机制。</p> <p>2.5 - It was noted that the factory did not establish the grievance mechanism in place to guarantee that all the external interested party could address complaints in a proper manner and receive a proper follow up within a reasonable period of time. This did not respect Amfori BSCI Performance Area 2.5 工厂没有针对外部利益相关方建立建议和申诉机制。根据Amfori BSCI 2.5改善。</p>	
Remarks from Auditee Nil	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 185892] Audit Date: 08/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 上次审核本执行区域没有任何问题，所以本次跟进审核审核员没有查看这个执行区域，这个执行领域的等级没有改变，保持上次审核的等级。	
Remarks from Auditee:	
Full Audit [Audit Id - 156646] Audit Date: 10/07/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The auditee fully respects this performance area. Workers' rights of freedom of association and collective bargaining were respected. The auditee did not discriminate against or dismiss workers for participating any workers' organizations. Workers were allowed to elect their representatives on their own and worker representatives were allowed to interact with workers in the workplace. 受审核方完全尊重了BSCI的这个执行领域。工人自由结社和集体谈判的权利得到尊重。被审核方不会因为工人参与工人组织而进行歧视或解雇。工人可以自己选择他们的代表，而工人代表可以在工作场所与工人互动。	
<u>Remarks from Auditee</u>	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 185892] Audit Date: 08/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 上次审核本执行区域没有任何问题，所以本次跟进审核审核员没有查看这个执行区域，这个执行领域的等级没有改变，保持上次审核的等级。	
Remarks from Auditee:	
Full Audit [Audit Id - 156646] Audit Date: 10/07/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The main auditee fully respects this performance area. The auditee had a written policy in place to discourage discrimination in the workplace and identified most likely activities through which discrimination may occur (e.g. recruitment and promotion process). No medical testing results were used for discrimination against tested workers. Workers felt free to use the grievance mechanism without fear of reprisal. The auditee had a written procedure that described reasons for disciplinary measures in the workplace. 受审核方完全尊重了BSCI的这个执行领域。被审核方有书面政策来防止工作场所的歧视，并识别了最可能发生歧视的活动（如雇佣和晋升过程）。医疗检测结果不会被当作对受检工人的歧视。工人可在不担心报复的情况下自如地使用申诉机制。被审核方有书面的程序来说明在工作场所采取惩戒措施的理由。	
<u>Remarks from Auditee</u>	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 185892] Audit Date: 08/07/2020 PA Score: B	Deadline date:08/09/2020
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>The auditee complied with local minimum wage requirement to pay normal wage to employees, and the wages were issued in time and fully in legal tender. Per review of 15 sampled workers (5 samples from November 2019, 5 samples from January 2020, 5 samples from May 2020) the normal minimum wage paid to the sample employees was RMB 2700 per month, which was met the local minimum wage requirement of RMB1910 per month since June 1, 2018. Furthermore, all sample employees were paid 200% of their normal wage for the overtime working hours on the rest days. No overtime working hours on weekday and the statutory holidays. But The factory did not paid wage to resigned employees on resigned day according to local law.</p> <p>被审核方遵循当地最低工资标准为员工支付正常工资，工资按时全额支付给员工。根据工厂提供的抽样工资（从2019年11月抽取5名，从2020年1月抽取5名，从2020年5月抽取5名），工厂至少支付员2700元/月，符合当地最低工资标准1910元/月自2018年6月1日起。所有抽样员工在工作日加班获得平时200%的工资支付，平时没有加班，但是工厂没有按照当地法律在离职当天支付工资给工人。</p> <p>5.2 - New finding: It was noted that the wages of last month for resigned / terminated employees were paid on the 20th day after they left the factory. The factory did not paid wage to resigned employees on resigned day. In accordance with Article 33 of Regulations of the Shandong Province on the wage payment to employees 新问题：审核员发现工厂离职的员工工资，是在员工离厂后的第20天发放，不是在离职当天发放。根据《山东省企业工资支付规定》第33条，企业与劳动者依法解除、终止劳动合同的，企业应当在解除或者终止劳动合同时一次性支付劳动者应得的工资。</p> <p>5.4 - Previous finding: It was noted that the factory did not establish the policy about calculating the employees' basic living need wage. Per factory management interview, the factory did not know how to calculate the basic living need wage. This did not respect Amfori BSCI Performance Area 5.4 Corrected: It was noted that the factory calculated the employees' basic living need wage. Per factory management interview, the factory knew how to calculate the basic living need wage. 以前问题：工厂没有建立计算工人基本生活工资的政策，通过管理人员访谈，工厂不知道如何来计算工人基本生活工资。根据Amfori BSCI 5.4改善已经整改：工厂计算了工人基本生活工资的政策，通过管理人员访谈，工厂知道如何来计算工人基本生活工资。</p>	
Remarks from Auditee: No comment from factory management	
Full Audit [Audit Id - 156646] Audit Date: 10/07/2019 PA Score: B	Deadline date:09/09/2019
Good practices None	
Areas of improvement <p>The auditee partially respect this performance area. The auditee had set up written procedures regarding wages and benefits. The auditee knew the local minimum wage standard (i.e. CNY 1910 per month) and did not hire any worker for a lower remuneration than the minimum wage. Wage records from June 2018 to May 2019 were provided for review and it was noted that workers were paid at least CNY 3358 per month. Moreover, the auditee paid workers timely and regularly, at the end of each month. Workers were provided with benefits such as annual leave, sick leave, work-related injury compensation, etc. No illegal deductions were made from workers' wages. However, gaps were noted in calculating living wages in the region and social insurance coverage. The auditee did not calculate the BNLW.</p> <p>受审核方部分的尊敬了这个执行领域。被审核方已建立关于工资和福利的书面程序。被审核方了解当地最低工资标（即1910元/每月），不低于最低工资的报酬聘请任何工人。工厂提供了从2018年6月至2019年5月的工资记录供审核，工厂支付工人至少3358元/每月。被审核方及时、定期地在每个月月底支付员工工资。工人享有年假、病假、工伤补贴等福利。工人的工资没有存在不合法扣款。然而，在计算该地区的生活工资和社会保险方面仍存在差距。受审核方没有计算当地的工人基本生活需求工资。</p> <p>5.4 - It was noted that the factory did not establish the policy about calculating the employees' basic living need wage. Per factory management interview, the factory did not know how to calculate the basic living need wage. This did not respect Amfori BSCI Performance Area 5.4 工厂没有建立计算工人基本生活工资的政策，通过管理人员访谈，工厂不知道如何来计算工人基本生活工资。根据Amfori BSCI 5.4改善</p>	
Remarks from Auditee Nil	

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 185892] Audit Date: 08/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory made a policy of working hour system and controlled working hours. According to the policy, workers worked 8 hours per day(7:30-11:30 & 13:00-17:00), 5 days per week. The factory arranged workers working on normal day extension and saturday, workers had right to choose working overtime or not. All this processes and implementation can be verified by interview and document review. Factory controlled the overtime hours within local law limit, the factory had clearly communicated working hour policy to all employees through employee handbook. Interviewed employees confirmed that they could choose to overtime working or not.It was noted that the factory established the system document about controlling overtime hours.</p> <p>受审核方制定了工时政策, 员工每天上班8小时(7:30-11:30 & 13:00-17:00), 每周5天。工厂会安排工人在晚上和周六加班, 员工可自愿选择是否加班。以上均已从员工访谈以及文件信息等方面进行核实。受审核方现在的加班时间控制在法律规定范围内, 工厂会通过员工手册向员工传达了工厂关于工作时间的政策。员工表示加班是自愿的。工厂有建立控制加班时间的体系文件。</p> <p>6.2 - Previous finding: It was noted that the factory did not establish the system document about controlling overtime hours. Also, the factory did not conduct efficient assessment to overtime hours. This did not respect Amfori BSCI Performance Area 6.2 Corrected: It was noted that the factory established the system document about controlling overtime hours. Also, the factory conducted efficient assessment to overtime hours.</p> <p>以前问题: 工厂没有建立控制加班时间的体系文件, 也没有对加班时间进行有效的评估。根据Amfori BSCI.6.2改善。已经整改: 工厂有建立控制加班时间的体系文件, 也有对加班时间进行有效的评估。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 156646] Audit Date: 10/07/2019 PA Score: C	Deadline date:09/09/2019
Good practices None	
Areas of improvement <p>The main auditee partially respected this performance area. The factory made a policy of working hour system and controlled working hours. According to the policy, workers worked 8 hours per day, 5 days per week. The factory arranged workers working on normal day extension and saturday, workers had right to choose working overtime or not. All this processes and implementation can be verified by interview and document review. Factory controlled the overtime hours within local law limit, the factory had clearly communicated working hour policy to all employees through employee handbook. Interviewed employees confirmed that they could choose to overtime working or not.It was noted that the factory did not establish the system document about controlling overtime hours. Also, the factory did not conduct assessment to overtime hours.</p> <p>受审核方部分尊重BSCI的本条原则。受审核方制定了工时政策, 员工每天上班8小时, 每周5天。工厂会安排工人在晚上和周六加班, 员工可自愿选择是否加班。以上均已从员工访谈以及文件信息等方面进行核实。受审核方现在的加班时间控制在法律规定范围内, 工厂会通过员工手册向员工传达了工厂关于工作时间的政策。员工表示加班是自愿的。工厂没有建立控制加班时间的体系文件, 也没有对加班时间进行评估。</p> <p>6.2 - It was noted that the factory did not establish the system document about controlling overtime hours. Also, the factory did not conduct efficient assessment to overtime hours. This did not respect Amfori BSCI Performance Area 6.2</p> <p>工厂没有建立控制加班时间的体系文件, 也没有对加班时间进行有效的评估。根据Amfori BSCI.6.2改善。</p>	
Remarks from Auditee Nil	

Performance Area 7 : Occupational Health and Safety	
1- Followup Audit [Audit Id - 185892] Audit Date: 08/07/2020 PA Score: D	Deadline date:08/10/2020
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT:	
<p>The main products of the facility are nonwovens products, the main production processes are cutting and packing. The factory building has obtained the corresponding construction project completion acceptance report. Building structure is safety. The factory has established corresponding health and safety procedure documents to standardize the onsite management. Fire drills are held twice a year with all staff involved. In addition, first aid, machine safety and other training were provided. The factory does not use chemicals, there is no need to wear labor insurance supplies, and there is no occupational hazard. The site environment is clean and tidy, equipped with enough firefighting facilities, all the firefighting facilities are in working condition. First aid kits are available in every workshop. However, minor gap was identified in implementation. The factory does not provide canteen and dormitory, transportation.</p> <p>工厂产品为无纺布产品，主要生产工序有裁剪和包装。工厂的厂房获得相应的建筑工程竣工验收报告，厂房结构安全。工厂建立了相应的健康安全程序文件用以规范现场管理。一年举行两次消防演习，所有员工均参与到消防演习中。此外还提供了急救，机械使用安全等培训。工厂没有使用化学品，也没有需要佩戴劳保用品的岗位，不存在职业病危害。现场环境干净整洁，配有足够的消防设施，所有的消防设施均在工作状态。急救药箱每个车间均有配置，但工厂在BSCI体系执行上仍存在较小差距。工厂没有提供食堂和宿舍，交通。</p>	
7.4 -	<p>Previous finding: It was noted that employees in the factory workshops did not participate in suggesting and making factory OHS policies. This did not respect Amfori BSCI Performance Area 7.4 Not corrected: It was noted that employees in the factory workshops did not participate in suggesting and making factory OHS policies. This did not respect Amfori BSCI Performance Area 7.4</p> <p>以前问题：审核员发现工厂员工没有参与建议和制定工厂相关的OHS政策。根据Amfori BSCI 7.4改善 没有整改：审核员发现工厂员工没有参与建议和制定工厂相关的OHS政策。根据Amfori BSCI 7.4改善</p>
7.8 -	<p>Previous finding: It was noted that the accident procedures were not displayed visually and easily understandable to exposed workers and first-aid personnel. This did not respect Amfori BSCI Performance Area 7.8 Not corrected: It was noted that the accident procedures were not displayed visually and easily understandable to exposed workers and first-aid personnel. This did not respect Amfori BSCI Performance Area 7.8</p> <p>以前问题：工厂没有将容易理解的工伤事故处理程序对员工及经培训合格的急救人员进行公示。根据Amfori BSCI 7.8改善。没有整改：工厂没有将容易理解的工伤事故处理程序对员工及经培训合格的急救人员进行公示。根据Amfori BSCI 7.8改善。</p>
7.11 -	<p>Previous finding: It was noted that factory management did not provide the fire acceptance check for one 2-storey office and warehouse building. And this building had a total construction area of 700 square meters. This violated Article 13 of the Construction Project Fire Safety Supervision and Management Regulation and Article 24 of the Construction Project Fire Safety Supervision and Management Regulation Not corrected: It was noted that factory management did not provide the fire acceptance check for one 2-storey office and warehouse building. And this building had a total construction area of 700 square meters. This violated Article 13 of the Construction Project Fire Safety Supervision and Management Regulation and Article 24 of the Construction Project Fire Safety Supervision and Management Regulation</p> <p>以前问题：厂方未能提供一栋两层的仓库和办公室建筑物的消防验收合格证明，其建筑面积约为700平方米。根据《建设工程消防监督管理规定》第13条和《建设工程消防监督管理规定》第24条 没有整改：厂方未能提供一栋两层的仓库和办公室建筑物的消防验收合格证明，其建筑面积约为700平方米。根据《建设工程消防监督管理规定》第13条和《建设工程消防监督管理规定》第24条</p>
7.13 -	<p>Previous finding: It was noted that the wires of one electric box in the production workshop was not installed the insulation protective equipment. This violated Article 5.1.2 of the General Guide for Safety of Electric User (GB/T13869-2017) Corrected: It was noted that the wires of the electric box in the production workshop was installed the insulation protective equipment.</p> <p>以前问题：审核发现工厂生产车间1个配电箱里的电线裸露，没有安装绝缘保护装置。根据《用电安全导则GB/T13869-2017》第5.1.2条 已经整改：审核发现工厂生产车间的配电箱里的电线裸露，有安装绝缘保护装置。</p>
7.16 -	<p>New finding: It was noted that "you are here" was wrongly marked by the factory in the emergency evacuation plan posted in the finished product warehouse. The factory corrected this finding before auditor left the factory. All other evacuation plans were correct. This did not respect BSCI Performance Area 7.16</p> <p>新问题：工厂成品仓库张贴的逃生图里看人位置标注的不正确。审核员离开工厂之前工厂改正了这个问题。其他的逃生图都是正确的。根据BSCI 7.16改善</p>
7.18 -	<p>New finding: It was noted that although first aid kits were available in the warehouse, the supplies in the first aid kits were insufficient. The following items were not provided: disposable gloves. The factory corrected this issue before auditor left the factory. The factory provided enough suppliers for the first aid box in the production workshop. This did not respect Amfori BSCI Performance Area 7.18</p> <p>新问题：工厂仓库的急救药箱药品不足，缺少医用手套。审核员离开工厂之前，工厂改正了这个问题：生产车间的药箱配备了足够的药品。根据Amfori BSCI Requirement 7.18</p>
7.21 -	Remark: No canteen was provided in the factory.
7.23 -	Remark: No transportation was provided in the factory.
7.24 -	Remark: No dormitory was provided in the factory.
Remarks from Auditee: No comment from factory management	
Full Audit [Audit Id - 156646] Audit Date: 10/07/2019 PA Score: A	Deadline date:09/10/2019
Good practices	
None	
Areas of improvement	
<p>The main auditee partially respects this performance area. The committee of health and safety was set up by the factory. There was a designated person responsible for the affairs of health and safety. And the factory had assessed the risk of workshop. For fire safety, the factory ensured enough extinguishers, hydrants, emergency light and fire alarm in the workshop. All these facilities of fire safety were checked monthly. For mechanism safety, all processes of operation were set up, and workers were well trained to operate it correctly. According to the interviewee statement, workers understood the risk of mechanism. And the factory also set up emergency procedure and adequate trained first aiders for providing the service of first aid. The first aid kit was also available in the workshop. Clean potable water was also provided, the factory conducted water test regularly. However, minor gap was identified in implementation. e.g. in electric safety.</p> <p>受审核方部分尊重BSCI的这个执行领域：工厂创建了员工的健康安全委员会，由指定人员负责整体的健康与安全。工厂按照车间情况对工厂内部进行了健康安全风险评估。同时工厂给车间配备了足够的消防设施，例如灭火器，消防栓，应急灯，消防警铃等，并且工厂每月都会进行检查。在机械安全方面，工厂针对有机电安全风险都制定了相应的操作规程，并且给员工提供了培训以防范这方面的风险。在急救政策方面，工厂制定了急救政策，工厂给每个车间配备了药箱，而且工厂内有足够急救员。同时，工厂也提供了饮用水给员工，员工可随时喝水，且工厂定期检测饮用水保证</p>	

<p>了饮用水的安全卫生。但工厂在BSCI体系执行上仍存在较小差距,如在电安全方面。</p>	
<p>7.4 - It was noted that employees in the factory workshops did not participate in suggesting and making factory OHS policies. This did not respect Amfori BSCI Performance Area 7.4 审核员发现工厂员工没有参与建议和制定工厂相关的OHS政策。根据Amfori BSCI 7.4改善</p> <p>7.8 - It was noted that the accident procedures were not displayed visually and easily understandable to exposed workers and first-aid personnel. This did not respect Amfori BSCI Performance Area 7.8 工厂没有将容易理解的工伤事故处理程序对员工及经培训合格的急救人员进行公示。根据Amfori BSCI 7.8改善。</p> <p>7.11 - It was noted that factory management did not provide the fire acceptance check for one 2-storey office and warehouse building. And this building had a total construction area of 700 square meters. This violated Article 13 of the Construction Project Fire Safety Supervision and Management Regulation and Article 24 of the Construction Project Fire Safety Supervision and Management Regulation 厂方未能提供一栋两层的办公和仓库建筑物的消防验收合格证明,其建筑面积约为700平方米。根据《建设工程消防监督管理规定》第13条和《建设工程消防监督管理规定》第24条</p> <p>7.13 - It was noted that the wires of one electric box in the production workshop was not installed the insulation protective equipment. This violated Article 5.1.2 of the General Guide for Safety of Electric User (GB/T13869-2017) 审核发现工厂生产车间1个配电箱里的电线裸露,没有安装绝缘保护装置。根据《用电安全导则GB/T13869-2017》第5.1.2条</p> <p>7.21 - Remark: No canteen was provided in the factory.</p> <p>7.23 - Remark: No transportation was provided in the factory.</p>	<p>了饮用水的安全卫生。但工厂在BSCI体系执行上仍存在较小差距,如在电安全方面。</p>
<p>Remarks from Auditee</p> <p>Nil</p>	
<p>Performance Area 8 : No Child Labour</p>	
<p>1- Followup Audit [Audit Id - 185892] Audit Date: 08/07/2020 PA Score: A Deadline date:</p>	
<p>GOOD PRACTICES: None</p>	
<p>AREAS OF IMPROVEMENT: No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 上次审核本执行区域没有任何问题,所以本次跟进审核审核员没有查看这个执行区域,这个执行领域的等级没有改变,保持上次审核的等级。</p>	
<p>Remarks from Auditee:</p>	
<p>Full Audit [Audit Id - 156646] Audit Date: 10/07/2019 PA Score: A Deadline date:</p>	
<p>Good practices</p> <p>None</p>	
<p>Areas of improvement</p> <p>The auditee fully respected this performance area. The auditee had an age-verification mechanism to avoid engaging child labour and set up relevant procedures in written to ensure that children were protected from exploitation and deal in the most responsible way with cases of child labour. Furthermore, the auditee had a child labour remediation procedure to provide further protection in case children were found to be working. Personal files including identity and age documents for all workers were kept for review by the auditee. Based on document review, site observation and management interview, no child labour was used by the factory and the youngest worker on the audit day was 23 years old. 受审核方充分的尊敬了这个执行领域。被审核方有年龄核实机制以防止使用童工,并建立了相关的书面程序来确保儿童免受剥削和如何以最负责的方式处理童工事件。而且,被审核方有童工补救程序以便在发现童工时提供进一步保护。被审核方保存了所有工人的人事档案,包括身份和年龄证明文件。根据文件审核、现场观察和管理层访谈,工厂没有使用童工,审核当天最小的工人是23岁。</p>	
<p>Remarks from Auditee</p>	

Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 185892] Audit Date: 08/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 上次审核本执行区域没有任何问题, 所以本次跟进审核审核员没有查看这个执行区域, 这个执行领域的等级没有改变, 保持上次审核的等级。	
Remarks from Auditee:	
Full Audit [Audit Id - 156646] Audit Date: 10/07/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The main auditee fully respects this performance area. The auditee had carried out the risk assessment for young workers and established Young Workers Protection Procedure. The grievance mechanism and occupational health and safety training would be communicated to young workers individually if the auditee employed young workers. According to site observation and document review, no young worker was identified during the site tour and personal files review. The youngest worker was 23 years old. 受审核方完全尊重了BSCI的这个执行领域. 被审核进行了未成年工的风险评估, 也建立了未成年工保护程序. 如果被审核方聘用未成年工, 被审核方将会把申诉机制和职业健康与安全进行单独的培训. 根据现场观察和文件评审, 在现场走访和人事文件评审过程中未发现未成年员工. 最年轻的员工为23周岁。	
Remarks from Auditee	
Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 185892] Audit Date: 08/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 上次审核本执行区域没有任何问题, 所以本次跟进审核审核员没有查看这个执行区域, 这个执行领域的等级没有改变, 保持上次审核的等级。	
Remarks from Auditee:	
Full Audit [Audit Id - 156646] Audit Date: 10/07/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The main auditee fully respects this performance area. To work against precariousness employment, the auditee ensured fair recruitment, hours of work, disciplinary measures, promotions, trainings, probationary periods and employment conduction. The auditee made workers understand employment conditions to workers before initiating the employment relationship. The work relation between the auditee and its workers was established in compliance with local laws and regulations by means of employment contracts. Employment contracts for all workers were kept for review. The auditee also maintained recruitment and dismissal procedures and records. 受审核方完全尊重了BSCI的这个执行领域. 为防止缺乏保障就业, 被审核方确保公平的报酬、工时、惩戒措施、晋升、培训、试用期和雇佣条件. 在开始建立雇佣关系前, 被审核方使工人理解雇佣条件. 被审核方遵照当地法律法规通过劳动合同与其工人确立雇佣关系. 被审核方保存了所有工人的劳动合同, 还有雇佣和解雇程序和记录。	
Remarks from Auditee	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 185892] Audit Date: 08/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 上次审核本执行区域没有任何问题, 所以本次跟进审核审核员没有查看这个执行区域, 这个执行领域的等级没有改变, 保持上次审核的等级。	
Remarks from Auditee:	
Full Audit [Audit Id - 156646] Audit Date: 10/07/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The main auditee fully respects this performance area. The auditee had established a written policy and procedure against involuntary labor. No any form of servitude, forced, bonded, indentured, trafficked or non-voluntary Labour was identified during the audit. Workers could leave the auditee during the meal break or after the shift ended freely. No movement restriction was implemented in the auditee, and workers could access to toilets or drinking freely without any restriction. The auditee checked applicants' original ID cards and kept the photocopies of the certificate in the personnel files as per recruitment process. No original documents would be withheld by the auditee. Workers could freely terminate the employment contracts upon 30 days' advance notice in written form.</p> <p>受审核方完全尊重了BSCI的这个执行领域。被审核方针对非自愿劳工建立了书面的政策和程序。在审核方期间未发现任何形式的奴役, 强迫, 抵债, 契约, 买卖和非自愿劳工。员工在餐休和下班之后可以自由的离开工厂。被审核方未限制员工在厂区内的移动且员工可以自由地使用洗手间和饮水设施。被审核方检查应聘者的身份证并保留一份证件的副本在其个人档案中。但是被审核方不会将其原件扣留。员工提前30天通知就可以自由选择终止劳动关系。</p>	
Remarks from Auditee	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 185892] Audit Date: 08/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee had identified the environment impacts, established the environment procedure and collected local environmental laws and regulations to ensure integration of local environmental law into the business performance. No industrial waste water or hazardous waste was generated in the auditee. The factory obtained the related government document about environment. 被审核方对环境因素进行了识别, 并且建立了环境程序文件, 收集环境法律法规来确保其商业模式中结合了当地环境法规。没有工业废水或者危险废物在工厂产生, 被审核方在环境方面有取得相关的政府文件。	
<p>12.1 - Previous finding: It was noted that the facility did not provide the environment aspect identify evaluation and control record. This did not respect Amfori BSCI Performance Area 12.1 Corrected: It was noted that the facility provided the environment aspect identify evaluation and control record. 以前问题: 工厂没有提供环境因素识别评估记录。根据Amfori BSCI要求12.1改善 已经整改: 工厂有提供环境因素识别评估记录。</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 156646] Audit Date: 10/07/2019 PA Score: A	Deadline date:09/09/2019
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The main auditee partially respected this performance area. Per document review, management interview and employees' private interview, it was noted that the auditee continuously identified the significant impacts and environmental implications associated to its activity, and established the proper procedure to ensure integration of local environmental law into the business performance. The factory obtained related environmental document. The auditee appointed one qualified person to be in charge of the environment issue.The auditee did not provide the environment aspect identify evaluation and control record.</p> <p>受审核方部分的尊重了这个执行领域。通过文件查阅、管理层访谈和员工访谈, 审核发现被审核方持续识别其商业活动的重大影响及对环境造成的后果, 并且建立了合适程序来确保其商业模式中结合了当地环境法规。受审核方有得到相关的环境文件。受审核方有指定具备资质的人负责环境事务,受审核方没有提供环境因素识别评估记录。</p>	
<p>12.1 - It was noted that the facility did not provide the environment aspect identify evaluation and control record. This did not respect Amfori BSCI Performance Area 12.1 工厂没有提供环境因素识别评估记录。根据Amfori BSCI要求12.1改善</p>	
Remarks from Auditee	
Nil	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 185892] Audit Date: 08/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. 上次审核本执行区域没有任何问题，所以本次跟进审核审核员没有查看这个执行区域，这个执行领域的等级没有改变，保持上次审核的等级。	
Remarks from Auditee:	
Full Audit [Audit Id - 156646] Audit Date: 10/07/2019 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> The factory fully respected this performance area. The auditee established the ethical business behaviour procedure, identified the situations and activities where acts of corruption, extortion or bribery are most likely to occur, and provided relevant training about ethical business behaviour to management and workers. The auditee had a serious commitment to avoid falsification, fraud and misrepresentation. Proper investigation and disciplinary action would follow if any staff member behaved unethically. The auditee disclosed accurate information about its activities and opposed any falsification, fraud and misrepresentation. 受审核方充分的尊重了这个执行领域。被审核方建立了商业道德的程序，识别了可能导致贿赂和腐败发生的情况，也对管理人员和工人进行了商业道德的培训。被审核方郑重承诺以防发生伪造、欺诈和不当陈述。若任何员工出现不道德的商业行为，被审核方将进行合适调查并采取惩戒措施。被审核方披露其生产活动的准确信息，并反对伪造、欺诈和不当陈述。	
<u>Remarks from Auditee</u>	

Summary

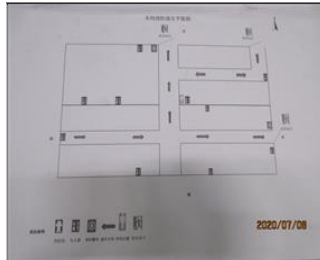


Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	08/07/2020	185892	B	B	A	A	B	A	D	A	A	A	A	A	A	C
Full Audit	10/07/2019	156646	D	B	A	A	B	C	A	A	A	A	A	A	A	C

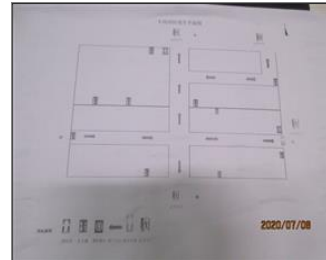
Producer Photos



External photo(s) of the production unit(s)
7.13 corrected_the electric box with insulation protective equipment.JPG



External photo(s) of the production unit(s)
7.16 corrected_you are here was marked correctly.JPG



External photo(s) of the production unit(s)
7.16 you are here was marked wrongly.JPG



External photo(s) of the production unit(s)
7.18 corrected_the first aid box with sufficient suppliers.JPG



External photo(s) of the production unit(s)
7.18 first aid box with insufficient suppliers.JPG



External photo(s) of the production unit(s)
attendance machine.JPG



External photo(s) of the production unit(s)
COC was posted.JPG



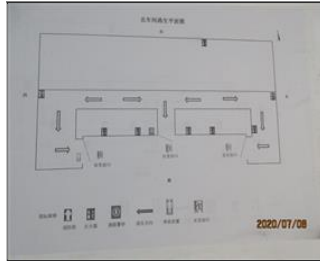
External photo(s) of the production unit(s)
cutting workshop.JPG



External photo(s) of the production unit(s)
drinking facility.JPG



External photo(s) of the production unit(s)
evacuation exit sign.JPG



External photo(s) of the production unit(s)
evacuation plan.JPG



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



External photo(s) of the production unit(s)
factory name and address.JPG



External photo(s) of the production unit(s)
finished product warehouse.JPG



External photo(s) of the production unit(s)
fire extinguishers.JPG



External photo(s) of the production unit(s)
fire hydrant.JPG



External photo(s) of the production unit(s)
first aid box.JPG



External photo(s) of the production unit(s)
no smoking sign.JPG



External photo(s) of the production unit(s)
office and warehouse building.JPG



External photo(s) of the production unit(s)
packing workshop.JPG



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



External photo(s) of the production unit(s)
suggestion box.JPG



External photo(s) of the production unit(s)
testing emergency light.JPG



External photo(s) of the production unit(s)
testing fire alarm.JPG



External photo(s) of the production unit(s)
testing fire hydrant.JPG



External photo(s) of the production unit(s)
toilet.JPG



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



External photo(s) of the production unit(s)
warehouse.JPG



External photo(s) of the production unit(s)
warning sign.JPG