



BSCI Audit Summary Report

NAME OF THE PRODUCER : YUYAO QILI METAL PRODUCTION FACTORY

DBID : 345114

DATE OF THE AUDIT : 18/11/2014

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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform.

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Producer Information

| | | | |
|-----------------------------|--|-----------------|-------------------------------|
| Name of producer : | Yuyao Qili Metal Production Factory | | |
| DBID number : | 345114 | | |
| Audit ID : | 23669 | | |
| Address : | No. 1-4 Lizhoujiedao Industrial Zone,Yuyao | | |
| Province : | Zhejiang | Country : | China |
| Management Representative : | Ms. Xu Yaping | | |
| Contact person: | Sean Wu | | |
| Sector : | Non-Food | Industry Type : | Construction |
| Product group : | bathroom appliances | Product Type : | Shower head, Drain Shower bar |

Audit Details

| | | | | |
|--|--|---|---|---|
| Type of audit : | <input checked="" type="checkbox"/> Full Audit | <input type="checkbox"/> Re-Audit | | |
| Sub type of audit : | <input type="checkbox"/> Combined audit | <input type="checkbox"/> Special investigation- RUC | <input type="checkbox"/> Special investigation- Other | <input type="checkbox"/> Unannounced/ Semiannounced |
| Audit date : | 18/11/2014 | Audit Duration : | 1.500 | |
| Audit methodology : | <input checked="" type="checkbox"/> Industrial | <input type="checkbox"/> Primary Production | | |
| Auditing Company : | TUEV Rheinland | | | |
| Auditing Company Branch : | TUV Rheinland China | | | |
| Auditing company address : | No.199 Kezhu Road, Guangzhou Science City,,,, | | | |
| Lead Auditor Name(SA8000 Certificate Number) : | Gary Lu (AD10533) | | | |
| Team Member Name(SA8000 Certificate Number) : | | | | |

Audit Results for Part B tier I

| | | | |
|--|---|---|--|
| Total Score Part B tier I: | <input type="checkbox"/> Good | <input checked="" type="checkbox"/> Improvements Needed | <input type="checkbox"/> Non-Compliant |
| Total Number of deviations in crucial questions : | 0 / 35 | | |
| Agreed date for closing the Corrective Action Plan (If applicable) : | 16/11/2015 | | |
| Contingencies to be reported : | <input type="checkbox"/> Aborted | <input type="checkbox"/> Partially Conducted | <input type="checkbox"/> Combined With Other Systems |
| | <input type="checkbox"/> Desktop Review | <input type="checkbox"/> Others | |

Audit Results for Part B tier II (Only relevant if Primary Production Methodology is used)

Please refer to section "Sampled Units Tier II" and "Audit Sample CAP B"

| Score Interpretation | | | |
|---|---|--|----------------------|
| Good | Improvements Needed | Non-Compliant | Under "Grace Period" |
| Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial. | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. | Not Available |

Audit Master Data Part A

For more details of the company, see complete Master Data in the on-line Audit Report

| General information on the Producer | | | |
|-------------------------------------|---|---------------------|-----|
| Name of producer : | Yuyao Qili Metal Production Factory | | |
| Address : | No. 1-4 Lizhoujiedao Industrial Zone, Yuyao | | |
| Year of foundation : | 1999 | | |
| Legal status : | Private owned enterprises | | |
| Turnover (in euros) : | 1600000.000 | | |
| Main contact person : | Sean Wu | | |
| Language spoken : | Chinese | | |
| Valid GlobalG.A.P Certificate : | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | |
| Other Social audit : | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | Social audit name : | N/A |

Auditors' notes

Producer's background

There are total 3 blocks (two 1-story and one 3-storey buildings) of production buildings and warehouse located within the boundary. The 1st floor of 3-storey building used for warehouse, the 2nd floor used for office, the 3rd floor is empty with dust during the audit. According to the provided Land Certificates, all buildings were owned by the auditee. Due to the finding of 3.4, the total score was changed to Improvements Needed.

Chapter summary

| Chapter | Chapter Summary |
|--|--|
| B.1. Management Practice | Mr. Xu Yaping, The Vince General Manager was responsible that the BSCI social requirements are met. |
| B.10. Health and Social Facilities | First aid kits were provided in each workshop. Sufficient clean toilets were provided. Medication Agreement was signed with Yuyao Lizhou Street Hospital on 02 January 2014 for emergency medication. |
| B.11. Occupational Health and Safety (OHS) | During plant tour, it was found that proper personal protective equipments were provided with proper warnings. Fire early warning system was installed and inspected monthly. Sufficient fire extinguishers and fire hydrants were installed and inspected monthly. Evacuation routes were not blocked and evacuation plans were posted at each floor. Emergency lights and exit marks were installed properly and inspected monthly. |
| B.13. Environment | Hazardous waste was collected by qualified body. |
| B.2. Documentation | Personnel file with ID card copies and labor contract was kept. Electronic data processing system was used to record the attendance. Pay slip was issued to workers. As per factory representatives and confirmed through worker interviews, there was no pregnant case collected in past one year. Work rules were available and make available for workers. Health and safety training was documented. Chemical inventory and MSDS were maintained. |
| B.3. Working Hours | Normal working hour is 8 hours per day and 5 days per week. Only shift was arranged, working hours from 1st October to 30th April: 8:00~11:00, 12:00~17:00, and if needed, overtime started from 18:00 to 20:00. Time records from October 2013 to 18 November 2014 were reviewed randomly. Time records for 6 workers from different workshop were random selected for review. Electronic data processing system was accessed. Maximum 2 days overtime per day, maximum 18 hours overtime per week and 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily. |
| B.4. Compensation | Legal minimum wage was RMB1310/month before 01 August 2014 and RMB1470/month since 01 August 2014. Payrolls from October 2013 to September 2014 were reviewed randomly. Payrolls for 6 workers from different workshop were random selected for review. As shown in the payroll and verified through worker interviews, wage was calculated at hourly rate. Overtime work was compensated legally. As shown in the payroll, paid annual leave and paid holidays were provided. In Employee Handbook, paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined. A document was endorsed by Yuyao Labor & Social Insurance Bureau on 14 November 2014 to prove the purchasing had complied with local requirement. Endowment insurance was provided for 12 |

| Score Interpretation | | | |
|---|---|--|----------------------|
| Good | Improvements Needed | Non-Compliant | Under "Grace Period" |
| Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial. | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. | Not Available |

| | |
|--|---|
| | employees, Industrial injury insurance was provided for 12, Birth insurance was provided for 12 employees, Unemployment insurance was provided for 12 employees, Medical insurance was provided for 12 employees, Commercial insurance was provided for 9 employees. Wages were paid by cash within 30 days after the end of the calculation period. It was verified through worker interviews. |
| B.5.1. Child Labour | There was no child labour identified during document review, plant tour and worker interviews. |
| B.5.2. Young Workers | There was no young labor identified during document review, plant tour and worker interviews. |
| B.6. Forced Labour / Disciplinary Measures / Prison Labour | It was verified through worker interviews that there was no prison labour or forced labour. During plant tour, it was observed that workers were working without pressure. Disciplinary measures were all reasonable: Verbal warning, warning letter and termination. |
| B.7. Freedom of Association and Collective Bargaining | Right of association or collective bargaining was not restricted. |
| B.8. Discrimination, Harassment and Abuse | Workers came from different provinces of China. 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. |
| B.9. Working Conditions | Buildings were maintained in good situation. Working environment was clean, overall conditions of the workshop as well as the factory building were found acceptable. |

| Score Interpretation | | | |
|---|---|--|----------------------|
| Good | Improvements Needed | Non-Compliant | Under "Grace Period" |
| Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial. | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. | Not Available |

Part B Tier I - Overall Summary

| Chapter | Full Audit Results (23669 and 18/11/2014) | | | | |
|--|--|-------------------------------------|--------------------------|-------------------------------------|--------|
| | G | IN | NC | NA | % |
| B.1. Management Practice | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 100.00 |
| B.2. Documentation | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 83.33 |
| B.3. Working Hours | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 80.00 |
| B.4. Compensation | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 100.00 |
| B.5.1. Child Labour | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 100.00 |
| B.5.2. Young Workers | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | 100.00 |
| B.6. Forced Labour / Disciplinary Measures / Prison Labour | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 100.00 |
| B.7. Freedom of Association and Collective Bargaining | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 100.00 |
| B.8. Discrimination, Harassment and Abuse | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 100.00 |
| B.9. Working Conditions | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 100.00 |
| B.10. Health and Social Facilities | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 75.00 |
| B.11. Occupational Health and Safety (OHS) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 94.87 |
| B.12. Dormitories (if not applicable, go to B.13) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | 100.00 |
| B.13. Environment | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 60.00 |
| Total (modified) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 93.04 |

| Score Interpretation | |
|----------------------|--|
| Good | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial. |
| Improvements Needed | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. |
| Non-compliant | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. |
| Under "Grace Period" | Not Available |
| Not Applicable | Requirements do not match to the company structure |
| Not Rated | Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR |

In House Production Structure

| Department | Function in production | Number of Workers | Number of shifts | Shift 1 | | Shift 2 | | Shift 3 | |
|--------------------|------------------------|-------------------|------------------|---------|---------|---------|----|---------|----|
| | | | | From | To | From | To | From | To |
| Finances | Finances | 1 | 1 | 8:00 AM | 5:00 PM | | | | |
| Human Resources | Human Resources | 1 | 1 | 8:00 AM | 5:00 PM | | | | |
| Packing | Packing | 9 | 1 | 8:00 AM | 5:00 PM | | | | |
| Production | Production | 5 | 1 | 8:00 AM | 5:00 PM | | | | |
| Services | Purchasing | 1 | 1 | 8:00 AM | 5:00 PM | | | | |
| Warehouse | Warehouse | 1 | 1 | 8:00 AM | 5:00 PM | | | | |
| Mgmt/General Admin | Sales, Admin. | 3 | 1 | 8:00 AM | 5:00 PM | | | | |

In House employment Structure at the time of the audit

| | | | |
|---------------------------------|----|---------------------------------|----|
| Total number of workers : | 21 | | |
| Male | | Female | |
| Permanent workers | 7 | Permanent workers | 14 |
| In management position | 4 | In management position | 2 |
| On probation | 0 | On probation | 0 |
| National migrants | 1 | National migrants | 6 |
| Salaried workers | 4 | Salaried workers | 2 |
| Temporary workers (odd jobbers) | 0 | Temporary workers (odd jobbers) | 0 |
| Apprentices | 0 | Apprentices | 0 |
| With disabilities | 0 | With disabilities | 0 |
| Cross-border migrants | 0 | Cross-border migrants | 0 |
| Production based workers | 3 | Production based workers | 12 |
| | | Pregnant | 0 |
| | | On maternity leave | 0 |

Outsourced structure

| Unit | Function in the chain | Contact person | Business relation -ship since | Location/ Address | | | | Distance to the company in km | Main product | Certificates and social audits (if applicable) | Number of workers | Part of the ISMS (if applicable) | Part of the audit sample |
|---|-----------------------|----------------|-------------------------------|---------------------------------|--------|----------|---------|-------------------------------|---------------|--|-------------------|----------------------------------|--------------------------|
| | | | | Address | City | State | Country | | | | | | |
| Yuyao Yifa carton factory | subsupplier | Mr. Huang | 2009 | Lizhou Street | Yuayo | Zhejiang | China | | Carton | N/A | 0 | No | No |
| Xiangshan Aibo surface treatment Co. Ltd. | subsupplier | Mr. Wang | 2008 | Xiashen, Xizhou town, Xiangshan | Ningbo | Zhejiang | China | | Metal product | N/A | 0 | No | No |
| Yuyao Zhuoyue Color Printing Co., Ltd. | subsupplier | Ms. Jiang | 2003 | Wuma Industrial Zone | Yuayo | Zhejiang | China | | Gift box | N/A | 0 | No | No |

Dormitories (if applicable)

No Data Available for Dormitories

Corrective Action Plan (CAP) B Tier I

| Chapters and Subchapters | Crucial | Score | CAP | Responsible Person | Deadline date |
|---|---------|--|--|--------------------|---------------|
| B.2. Documentation | | | | | |
| B.2.1. Documentation | No | (-) [Minus] | In accordance with BSCI social requirements (B.2.1), all necessary official approvals should be available to run operations, machinery, etc. Building Construction Inspection Certificate and Fire Safety Inspection Certificate of production and warehouse Building were not provided by the factory for review. 按照BSCI的要求(B.2.1), 有关业务、机器的运作应取得必须的官方批准。审核发现厂房和仓库没有保留建筑工程竣工验收报告和消防验收报告。 Necessary official approvals should be kept for review (Building Construction Inspection Certificate and Fire Safety Inspection Certificate should be maintained). 应保存必须的官方批准以供审核(保留生产厂房和仓库的建筑工程竣工验收报告和消防验收报告). | Ms. Xu Yaping | 16/11/2015 |
| Chapter Score | | <input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant | | | |
| Number of deviations in crucial questions | | 0 of 1 | | | |
| Fulfillment Percentage | | 83.33% | | | |
| B.3. Working Hours | | | | | |
| B.3.4. Working hours | No | (-) [Minus] | In accordance with BSCI social requirements (B.3.4) and the PRC Labor Law article 41, factory overtime working weekly should not exceed 12 hours and monthly should not exceed 36 hours. It was noted that all workers in packing workshop overtime weekly exceed 12 hours and monthly exceed 36 hours .(such as monthly overtime 80 hours in May and 72 hours in June 2014; Weekly maximum reached 18 hours) 按照BSCI的要求(B.3.4)和《中华人民共和国劳动法》第41条, 工人加班时间每周不应超过12小时, 每月不应超过36小时。所有包装车间的工人部分月份工作时间周超12小时, 月超36小时, 如2014年5月份加班时间达到80小时, 6月份达到72小时, 周加班最大达到18小时。 It's recommended that factory overtime working weekly should not exceed 12 hours and monthly should not exceed 36 hours. 建议工厂加班时间每周不应超过12小时, 每月不应超过36小时。 | Ms. Xu Yaping | 16/11/2015 |
| Chapter Score | | <input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant | | | |
| Number of deviations in crucial questions | | 0 of 3 | | | |
| Fulfillment Percentage | | 80.00% | | | |
| B.10. Health and Social Facilities | | | | | |
| B.10.2.1. Social Facilities | No | (-) [Minus] | In accordance with the BSCI requirement (B.10.2.1), It was noted that the test report for drinking water was not provided by factory. 依照BSCI的要求(B.10.2.1), 工厂未能提供饮用水符合标准的测试报告。 It's recommended that factory should conduct drinking water test and keep test report for review. 建议工厂对饮用水进行测试并保留测试报告供评审。 | Ms. Xu Yaping | 16/11/2015 |
| B.10.2.3. Social Facilities | No | (-) [Minus] | In accordance with BSCI social requirements (B.10.2.3), clean toilets should be provided in adequate numbers for all employees. It was noted smell of toilet in production area was odour. 按照BSCI的要求(B.10.2.3), 应为雇员提供清洁的且数量足够的洗手间。有强烈的臭味。 Should ensure clean toilet provided for employees. 应确保洗手间清洁卫生。 | Ms. Xu Yaping | 16/11/2015 |
| Chapter Score | | <input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant | | | |
| Number of deviations in crucial questions | | 0 of 1 | | | |
| Fulfillment Percentage | | 75.00% | | | |
| B.11. Occupational Health and Safety (OHS) | | | | | |
| In accordance with BSCI social requirements | | | | | |

| Score Interpretation | |
|----------------------|--|
| Good | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial. |
| Improvements Needed | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. |
| Non-compliant | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. |
| Under "Grace Period" | Not Available |
| Not Applicable | Requirements do not match to the company structure |
| Not Rated | Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR |

| | | | | | |
|---|----|--|--|----------------|------------|
| B.11.5.1. Accident and Emergency Procedures | No | (-) [Minus] | (B.11.5.1), signs and warnings should be posted in the corresponding areas. It was noted that no warnings signs of electricity were available in production area, such as crushing and injection workshop. 按照BSCI的要求(B.11.5.1),应在相关区域张贴标语和警告。在评估中发现,生产车间没有用电安全的警告标识。如碎料和注塑车间。It's recommended that factory should posted warnings signs of electricity in the corresponding workshop. 建议工厂在生产车间相应位置贴有用电安全的警告标识。 | Ms. Xu Yaping | 16/11/2015 |
| B.11.6.4. Electricity | No | (-) [Minus] | In accordance with BSCI social requirements (B.11.6.4) and Article 4.23 of the Guideline of Handling Electricity Safety, light fittings, switches, plugs etc. should be in good condition and not broken and don't cause danger (electrocution) to employees (missing cover for switches and plugs). It was noted that the electric switch in the injection workshop was fixed on wood board which was flammable material. 按照BSCI的要求(B.11.6.4)和《用电安全导则》第4.23条,灯光设备、开关掣和插座的状态应确保良好,没有损毁,也不会(因为电掣和插座失去覆盖)构成(如电击)危险。审核中发现注塑车间的开关订在木板上的。It's recommended that the electric switches should be fixed on non-flammable material. 建议开关应该固定在非易燃的物料上。 | Ms. Xu Liping | 16/11/2015 |
| Chapter Score | | <input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant | | | |
| Number of deviations in crucial questions | | 0 of 6 | | | |
| Fulfillment Percentage | | 94.87% | | | |
| B.13. Environment | | | | | |
| B.13.1. Environment | No | (-) [Minus] | In accordance with BSCI social requirement (B.13.1) and PRC Environmental Impact Assessment Law Article 16, the environment impact report should be provided during the audit. It was noted that based on document review and confirmed with factory management, the factory did not conduct EIA and obtain EIA approval from environmental authority. 依据BSCI的要求(B.13.1)和《中华人民共和国环境影响评价法》第16条,工厂应提供环评报告或排污许可证。根据文件检查发现工厂未进行环境影响评估及未取得环评批复。It's recommended that the factory shall conduct EIA and obtain approval from environmental authority. 建议工厂应进行环境影响评估及取得环评批复 | Ms. Xu Yaiping | 16/11/2015 |
| B.13.5. Environment | No | (-) [Minus] | In accordance with BSCI social requirements (B13.5), company should develop mechanisms to ensure reduction of emissions. It was noted that the factory did not establish mechanisms to ensure reduction of emissions. 按照BSCI的要求(B.13.5),公司应建立机制确保减少气体排放。工厂未建立减少气体排放机制。It's recommended that factory should establish mechanisms to ensure reduction of emissions. 建议工厂建立减少气体排放机制。 | Ms. Xu Yaping | 16/11/2015 |
| Chapter Score | | <input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant | | | |
| Number of deviations in crucial questions | | 0 of 0 | | | |
| Fulfillment Percentage | | 60.00% | | | |
| Total Audit Results for Part B Tier I | | | | | |
| Total Score | | <input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant | | | |
| Total number of deviations in crucial questions | | 0 of 35 | | | |
| Overall fulfillment percentage | | 93.04% | | | |

| Score Interpretation | |
|----------------------|--|
| Good | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial. |
| Improvements Needed | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. |
| Non-compliant | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. |
| Under "Grace Period" | Not Available |
| Not Applicable | Requirements do not match to the company structure |
| Not Rated | Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR |

Part C: Audit Findings

| Chapter |
|--|
| |
| C.1. Policy |
| C.2. Planning and Implementation |
| C.3. Management Review |
| C.4. Control of Subcontractors / Suppliers / Sub-suppliers |
| C.5. Control of Homeworkers |
| C.6. Compensation |
| C.7. Child Labour |
| C.8. Outside Communication |
| Total |

| Score Interpretation | |
|----------------------|---|
| Good | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial. |
| Improvements Needed | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. |
| Not Applicable | Requirements do not match to the company structure |
| Not Rated | Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR |

Workers Interview Sheet

| Workers Interview Sheet | | | |
|-------------------------------------|---------------------|-----------------------|--------------------------|
| Workers | Male workers number | Female workers number | % of the total workforce |
| Total | 1 | 5 | 28.57 |
| Workers aged < 18 years interviewed | 0 | 0 | 0.00 |
| Apprentices interviewed | 0 | 0 | 0.00 |
| Disabled persons interviewed | 0 | 0 | 0.00 |
| Full time workers interviewed | 1 | 5 | 28.57 |
| Part time workers interviewed | 0 | 0 | 0.00 |
| Seasonal workers interviewed | 0 | 0 | 0.00 |
| Migrant workers interviewed | 0 | 4 | 19.05 |
| Pregnant workers interviewed | | 0 | 0.00 |

| Interview methods used | number (how many) |
|---|---|
| Number of Individual interviews conducted | 3 |
| # of people interviewed in Group(s) | 3 |
| # of Interviews conducted on site | 6 |
| # of Interviews conducted off site | 0 |
| Was an interpreter used? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Language(s) used for worker interviews | chinese |

| No. of interview | Essentials (If the number of rows is not enough, please add pages as needed and include with the attachments). |
|------------------|--|
| 1 | Wage was calculated by hourly rate. Wage was paid by cash with pay slip at the end of each month. Finger print was used to record each IN/OUT time. Labor contract was signed when the worker joined. Two copies were signed and one copy was kept by the worker. ID card was kept by the worker and there was no deposit required. Never observed any pregnant case in past one year. No Dormitory and Meal was provided. Drinking water was provided free of charge. Insurance was provided. |
| 2 | Normal working hours: 8:30-11:00, 12:00-17:00 and if needed, worked overtime at 18:00-20:00. Maximum 2 hours overtime per day. Sunday was guaranteed as the rest day. They worked overtime voluntarily and they could leave overtime arrangement with verbal informing. There was no fine deducted as disciplinary measures but only verbal warning. Workers could take personal break freely and resign freely. Workers could leave the factory after shift end. Right of association was not restricted. |
| 3 | Insurance was provided. Finger print was used to record each IN/OUT time. Labor contract was signed when the worker joined. Two copies were signed and one copy was kept by the worker. ID card was kept by the worker and there was no deposit required. Never observed any pregnant case in past one year. No Dormitory and Meal was provided. Drinking water was provided free of charge. Insurance was provided. |
| 4 | Normal working hours: 8:30-11:00, 12:00-17:00 and if needed, worked overtime at 18:00-20:00. Labor contract was signed when the worker joined. No Dormitory and Meal was provided. Drinking water was provided free of charge. Insurance was provided. the worker rent house outside the company by themselves. |

| Score Interpretation | |
|----------------------|---|
| Good | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial. |
| Improvements Needed | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. |
| Not Applicable | Requirements do not match to the company structure |
| Not Rated | Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR |

Child and Young Workers Record Sheet

No Data Available for >Child and Young Workers Record Sheet

| Score Interpretation | |
|----------------------|--|
| Good | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial. |
| Improvements Needed | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. |
| Non-compliant | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. |
| Under "Grace Period" | Not Available |
| Not Applicable | Requirements do not match to the company structure |
| Not Rated | Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR |

Overall Producer Pictures

No Photos Available