



BSCI Audit Summary Report

NAME OF THE PRODUCER : NINGBO VLITA BAGS & CASE CO.,LTD.

DBID : 351036

DATE OF THE AUDIT : 08/07/2015

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Producer Information

Name of producer : NINGBO VLITA BAGS & CASE CO.,LTD.
 DBID number : 351036
 Audit ID : 33716
 Address : No. 328 Ying Chun Road,Yinzhou District, 315000,Ning Bo,Zhejiang Province,China
 Province : Zhejiang Country : China
 Management Representative : David Zhang
 Contact person: David Zhang
 Sector : Non-Food Industry Type : Others
 Product group : Others Product Type : Bags & case

Audit Details

Type of audit : Full Audit Re-Audit
 Sub type of audit : Combined audit Special investigation- RUC Special investigation- Other Unannounced/ Semiannounced
 Audit date : 08/07/2015 Audit Duration : 1.500
 Audit methodology : Industrial Primary Production
 Auditing Company : DNV
 Auditing Company Branch : DNVGL Greater China
 Auditing company address : House No. 9, 1591 Hong Qiao Road,,,
 Lead Auditor Name(SA8000 Certificate Number) : Yong Paker Gu (AD10291)
 Team Member Name(SA8000 Certificate Number) :

Audit Results for Part B tier I

Total Score Part B tier I: Good Improvements Needed Non-Compliant
 Total Number of deviations in crucial questions : 0 / 35
 Agreed date for closing the Corrective Action Plan (If applicable) : 07/10/2015
 Contingencies to be reported : Aborted Partially Conducted Combined With Other Systems
Desktop Review 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 :	NINGBO VLITA BAGS & CASE CO.,LTD.		
Address :	No. 328 Ying Chun Road,Yinzhou District, 315000,Ning Bo,Zhejiang Province,China		
Year of foundation :	2006		
Legal status :	Limited Co		
Turnover (in euros) :	1300000.000		
Main contact person :	David Zhang		
Language spoken :	Chinese (Putonghua)		
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 :	NA

Auditors' notes

Producer's background

<p>This was full audit authorized by BSCI Member.</p> <p>[Location and size]: Factory start their business since 2006, it was located at No.188, Donggang Street, Jindong Economy and Development zone, Jinhua, Zhejiang, China. The dormitory and canteen & kitchen were provided by the factory.</p> <p>[Structure of facility]: The main business products were bag & Case. The main process included cutting, sewing, handwork, QC and packing. Main equipment and production line included: cutting machines, sewing machines, packing machines, etc.</p> <p>[Employee analysis]: There were 46 employees working in the factory. All employees were permanent employees. There were 28 female employees.</p> <p>[Summary of working hours]: Factory used electronic swiping cards timing system to record working time. Factory provided the working time records from Jun. 2014 to Jul 2015 for review. According to the working time records, just one shift arranged for all employees. The regular working time was 8 hours per day, 5 days per week, 0 to twice of regular day 2-hour overtime work per week, 8 hours overtime on Saturday normally. The max weekly working time was 58 hours. The max monthly overtime was 74 hours.</p> <p>[Summary of compensation]: The local minimum wages was RMB1470 per month. The factory provided payrolls from Jun. 2014 to May. 2015 for review. Workers paid by monthly rate; the basic wage was not less than RMB1470 per month. For overtime wages, the factory paid 150% of normal pay for overtime working on normal working day and paid 200% of normal pay for overtime working on Saturday. The wages were paid through cash before 10th of the following month. 6 workers were provided with the retirement insurance, unemployment insurance, illness insurance and child-bearing insurance, all workers were provided with accident insurance, and the approval was obtained from the local social insurance administrative department.</p> <p>[Summary of Interview]: Worker interview were conducted by individually and in group. Randomly selected 10 employees, no complain was raised.</p> <p>[Special scene during on site observed]: No special thing found during audit process.</p>

Chapter summary

Chapter	Chapter Summary
B.1. Management Practice	Factory has defined their own code of conduct including all Terms of BSCI Code of conduct (COC). The COC is displayed in local language on company notice boards. Company appointed a member of senior management Mr. Gong Xiaofeng is responsible for compliance with the code. Company has communicated the code with suppliers by providing the copy of this code and collects their consent of reasonable practice of the code and extends of this BSCI COC through their supply chain.
B.10. Health and Social Facilities	Medical facilities are provided inside the factory premises for the workers in accordance with the Chinese labor law There is a medical agreement with a local hospital by the management for the workers, The first aid boxes are provided in case if it is required by any employee in-side the production floor. The sanitary condition is 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

B.11. Occupational Health and Safety (OHS)	Factory has provided fire safety training to the workers from concerned authority. Fighting equipment are provided and maintained through regular checks. Evacuation plans are posted inside plant and emergency light installed with alternate power supply connection at most of the designated places of the production floor and staircase.
B.13. Environment	Company has own environmental policy to cover according to law and international slandered. Supplier control policy was defined and practiced. The facility has set up procedure to improve the environmental condition and work according to procedure. There was no waste water generated during the whole process.
B.2. Documentation	The company has obtained all legal approvals from competent authority.
B.3. Working Hours	The normal working hours are 8 hours per day and 5days per week, i.e 40 hours regular working hours per week. Employees conducted regular day overtime from 18:00 to 20:00, 0 to twice per week. Saturday work was conducted sometimes. The maximum weekly working hour was 58 hours. It was also cross verified during workers interview. Saturday and Sunday are the weekend of the factory and factory remains closed on Sunday as per worker's statement. The electrical time record system is used for In & out-time keeping system
B.4. Compensation	The legal minimum wage is RMB1470 per month. All the employees are paid not less than RMB1470 per month. Company has been paying the wages within 10th of the following month in line with Chinese Labor Law. 'Pay-slips' are distributed to all the workers before payment, in line with factory rules. It was also cross verified during worker's interview. The company provides leave on demand by employees on paid basis. Maternity benefit is provided as per legal requirements. No illegal deduction has been identified through document review and nothing was reported by the interview workers.
B.5.1. Child Labour	There was no child labor or identified during document review, plant tour and worker interviews. Factory has a written policy not to engage child labor and company has developed a policy for remediation in case children found to be working. No historical background of child labor was reported by the interviewed workers. Factory checks the age of the potential worker before recruitment by the registered doctor and maintains age related documents in the worker's files.
B.5.2. Young Workers	There was no young labor identified during document review, plant tour and worker interviews. Factory has a written policy not to engage young labor. No historical background of young labor was reported by the interviewed workers. Factory checks the age of the potential worker before recruitment by the registered doctor and maintains age related documents in the worker's files
B.6. Forced Labour / Disciplinary Measures / Prison Labour	The factory does not engage any forced or bonded labor. In China no prison labor is engaged out-side the prison according to the law. Factory does not keep any original documents from the worker which was confirmed by the interviewed workers.
B.7. Freedom of Association and Collective Bargaining	No trade union has been formed by the workers of the factory. Workers are free to join or form the trade and there is no restriction imposed to the workers from the management. There was no negative evidence identified through interview. Workers could also raise their suggestions through worker representatives or by suggestion box
B.8. Discrimination, Harassment and Abuse	During worker interviews, it was found that there was no unequal treatment, abuse, unusual disciplinary practices, and there were no preference of religion, origin, political affiliation or age. The payment and overtime record does not show any discriminatory incidents
B.9. Working Conditions	Emergency exits are provided and marked legibly for easy evacuation during emergencies. Evacuation plans were posted in every floor of the building. Fire alarms are installed in every floor. Drinking water is provided. During site tour it was noted that working environment with respect to lighting of the factory is acceptable. And the toilet was clean and privacy doors were properly installed.

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 (33716 and 08/07/2015)				
	G	IN	NC	NA	%
B.1. Management Practice	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	75.00
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"/>	87.50
B.11. Occupational Health and Safety (OHS)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	89.74
B.12. Dormitories (if not applicable, go to B.13)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.13. Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	60.00
Total	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	90.24

Score Interpretation	
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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
Mgmt/General Admin	Service	8	1	7:30 AM	5:00 PM				
Quality Control	QC	2	1	7:30 AM	5:00 PM				
Warehouse	Warehouse	2	1	7:30 AM	5:00 PM				
Production	Production	34	1	7:30 AM	5:00 PM				

In House employment Structure at the time of the audit

Total number of workers :	46		
Male		Female	
Permanent workers	18	Permanent workers	28
In management position	2	In management position	1
On probation	0	On probation	0
National migrants	18	National migrants	26
Salaried workers	0	Salaried workers	0
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	16	Production based workers	27
		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						
Xuzhou Yilin Plastic Co., Ltd	subsupplier	Lin Ruimao	2007	Peixian	Xuzhou	Jiangsu	China	860	Plastic product	No	38	No	No
Jiaxing Jintianxia Textile Co., Ltd	subsupplier	Zhang Xuehua	2011	Xiuzhou District	Jiaxing	Zhejiang	China	220	Textile	No	53	No	No

Dormitories (if applicable)

Dormitory Id	If dormitories are provided, please fill in the address for each location or type "N/A" if not applicable				Number of individuals living in the dormitories provided by the company	Number of families living in the dormitories provided by the company	Number of sqm/individual
	address	city	state	country			
15599	Within the factory boundary.	Jinhua	Zhejiang	China	30	2	4

Corrective Action Plan (CAP) B Tier I

Chapters and Subchapters	Crucial	Score	CAP	Responsible Person	Deadline date
B.1. Management Practice					
B.1.4. Management Practice	No	(-) [Minus]	It was noted that the factory did not identify and evaluate all applicable local laws and regulations, and the top management did not review the Social Compliance Management System regularly. This was not in compliance with BSCI Code B.1.4 It is recommended that the factory should identify and evaluate all applicable local laws and regulations, and the top management should review the Social Compliance Management System regularly. 审核发现工厂识别和评价所有适用的法律法规和客户要求, 高层管理人员应定期评审社会责任管理体系。不符合BSCI要求B.1.4 建议工厂应定期识别和评价所有适用的法律法规和客户要求。	Mr. Gong Xiaofeng / General Manager	07/10/2015
B.1.7. Management Practice	No	(-) [Minus]	It was noted that there was no ongoing communication about requirements of social responsibility between the management and workers regularly. This was not in compliance with BSCI Code B.1.7 It is recommended that the factory should establish ongoing communication channels about requirements of social responsibility between workers and management (minimum twice per year). 审核发现管理层没有和员工就社会责任要求定期进行沟通。不符合BSCI要求B.1.7 建议工厂管理层和员工应就社会责任要求进行定期沟通。	Mr. Gong Xiaofeng / General Manager	07/10/2015
B.1.9. Management Practice	No	(-) [Minus]	It was noted that the factory did not have a functioning and transparent anti-corruption/anti-bribery system in place for all business activities. This was not in compliance with BSCI Code B.1.9 It is recommended that the factory should establish a functioning and transparent anti-corruption/anti-bribery system for all business activities. 审核发现工厂没有建立有效透明的反腐败/反贿赂体制。不符合BSCI要求B.1.9 建议工厂应建立一个完善有效的反腐败和反贿赂制度, 并涵盖所有业务类型。	Mr. Gong Xiaofeng / General Manager	07/10/2015
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 3			
Fulfillment Percentage		75.00%			
B.2. Documentation					
B.2.1. Documentation	No	(-) [Minus]	1. It was noted that the facility did not have the catering service license for its kitchen. This was not in compliance with PRC Law on Food Safety article 29 It is recommended that the facility should pass the hygiene check and get the catering service license before operating its kitchen. 审核发现工厂的食堂没有取得餐饮服务许可证。不符合中华人民共和国食品安全法第29条 建议工厂应在食堂运行前取得餐饮服务许可证。2. It was noted that the one staff working in the kitchen did not have the health certificate. This was not in compliance with PRC Law on food safety article 34 It is recommended that the facility should require the staff working in the kitchen to pass the health examination and obtain a health certificate. 审核发现一名厨房员工没有取得健康证。不符合《中华人民共和国食品安全法》第34条 建议工厂需要确保厨工获取健康证后, 才可参加工作。	Mr. Gong Xiaofeng / General Manager	07/10/2015
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					
			Based on 10 sample workers' overtime records and payrolls from three sample months provided by the factory, it was noted that 6 out of 10		

Score Interpretation	
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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.3.4. Working hours	No	(-) [Minus]	randomly selected workers' overtime hours were 74 hours per month in Apr 2015, all 8 randomly selected workers' overtime hours were 82 hours per month in Jan, 2014(random month), and all 8 randomly selected workers' overtime hours were 80 hours per month in Nov 2014(random month), which exceeded legal overtime limit: 36 hours per month. This was not in compliance with Article 41 of PRC Labor Law. It is recommended that the factory should ensure workers' monthly overtime hours within 36 hours. Remark: The factory did not obtain the Aggregate Working Hour System approval from local labor authority. 审核发现根据10名员工的考勤记录,2015年4月份抽样10名员工有6名员工的月加班为76小时, 2015年1月抽样的8名员工的月加班时间为82小时, 2014年11月抽样的8名员工的月加班时间为80小时, 超过法定要求的月加班时间36小时。不符合中华人民共和国劳动法第41条 建议工厂确保员工的月加班时间不超过36小时。	Mr. Gong Xiaofeng / General Manager	07/10/2015
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]	It was noted that the factory did not have their supplied water tested to prove that it meets potable water quality standards. This was not in compliance with BSCI Code B.10.2.1 It is recommended that the factory should have their water tested so that the water supplied by the factory to workers meet potable water quality standards. 审核发现工厂没有做水质检测。不符合BSCI要求B.10.2.1 建议工厂做水质检测以确保其水质符合要求。	Mr. Gong Xiaofeng / General Manager	07/10/2015
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		87.50%			
B.11. Occupational Health and Safety (OHS)					
B.11.1.2. Risk Assessment and Monitoring	No	(-) [Minus]	It was noted that the factory did not take into account the special needs of pregnant women and other particularly vulnerable employees in the risk assessment, such as older workers, disabled workers, workers with chronic disease, etc. This was not in compliance with BSCI requirement of B.11.1.2. It is recommended that the factory should take into account the special needs of pregnant women and other particularly vulnerable employees in the risk assessment. 审核发现工厂没有特别针对孕妇以及其他弱势群体的风险评估,如年纪大的工人以及有慢性病的工人。不符合BSCI标准B.11.1.2 建议工厂在做风险评估时应特别考虑孕妇以及其他弱势群体的需求。	Mr. Gong Xiaofeng / General Manager	07/10/2015
B.11.1.3. Risk Assessment and Monitoring	No	(-) [Minus]	It was noted the factory did not conduct risk assessment of transmittable and non-transmittable diseases. This was not in compliance with BSCI Code B.11.1.3 It is recommended that the factory should conduct risk assessment of transmittable and non-transmittable diseases. 审核发现工厂没有进行传染病和非传染病的风险评估。不符合BSCI要求B.11.1.3 建议工厂应在定期进行传染病和非传染病的风险评估。	Mr. Gong Xiaofeng / General Manager	07/10/2015
B.11.09.1. Machine and Vehicle Safety	No	(-) [Minus]	It was noted that one sewing machine was not equipped with safeguard such as belt guard. This was not in compliance with PRC on Work Safety article 29 It is recommended that belt guard should be equipped to all sewing machines to comply with the law. 审核发现工厂的一台车缝设备上没有安装皮带轮保护装置。不符合中华人民共和国安全生产法第29条 建议工厂需要在所有的车缝设备上安装皮带轮保护装置。	Mr. Gong Xiaofeng / General Manager	07/10/2015

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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.11.09.2. Machine and Vehicle Safety	No	(-) [Minus]	It was noted that the elevator operator did not obtain the operating certificate. This was not in compliance with Regulations on Safety Supervision of Special Appliance article 38 It is recommended that the worker operating elevator should obtain proper certificates before operating the special appliances. 审核发现工厂没有取得电梯操作证的员工。不符合《特种设备安全监察条例》第38条 建议工厂的电梯应至少具有一名有资质的操作人员。	Mr. Gong Xiaofeng / General Manager	07/10/2015
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 6			
Fulfillment Percentage		89.74%			
B.13. Environment					
B.13.4. Environment	No	(-) [Minus]	It was noted that the facility did not have the management method for water resource. This was not in compliance with BSCI Code B.13.4. It is recommended that the facility should establish the appropriate management method for how to preserve local water resources. 审核发现工厂没有建立管理水资源的制度。不符合BSCI要求B.13.4。建议工厂应建立适当的节水制度。	Mr. Gong Xiaofeng / General Manager	07/10/2015
B.13.5. Environment	No	(-) [Minus]	It was noted that the factory did not develop mechanisms to ensure reduction of emissions, particularly CO2 emission. This was not in compliance with BSCI Code B.13.5 It is recommended that the factory should develop mechanisms to ensure reduction of emissions, particularly CO2 emission. 审核发现工厂没有制定相关机制以尽量减少污染排放尤其是二氧化碳的排放。	Mr. Gong Xiaofeng / General Manager	07/10/2015
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 type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Total number of deviations in crucial questions		0 of 35			
Overall fulfillment percentage		90.24%			

Score Interpretation	
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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

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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	4	6	21.74
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	4	6	21.74
Part time workers interviewed	0	0	0.00
Seasonal workers interviewed	0	0	0.00
Migrant workers interviewed	4	6	21.74
Pregnant workers interviewed		0	0.00

Interview methods used	number (how many)
Number of Individual interviews conducted	5
# of people interviewed in Group(s)	5
# of Interviews conducted on site	10
# 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	For forced labour issue, workers could drink water and go to toilet freely during working time and they could leave factory after they finished the work. The workers said they could resign and leave the factory one month later after they handed in written resignation letter. No harassment was found during the audit. No pregnancy or virgin test was available in the factory.
2	No child and young labor was found. The factory checked the ID card and age when recruiting new workers. ID card was kept by the worker and there was no deposit required. The workers signed two copies of labor contract with the factory at the first week after joining, and the worker kept one copy at his/her hand.
3	The workers reported that they could complain to direct supervisor or worker representative or by suggestion box. No unfairness was found during the audit.
4	For working hours issue, normal working hour was 8 hours per day. Sunday was guaranteed as the rest day. They worked on Saturday for 8 hours sometimes. Sometimes they worked 2 hours overtime at working day night. The work on-off time was recorded by IC scanner. The workers worked overtime voluntarily, the worker could choose no overtime by verbal informing. The workers said that only one shift was available in the factory.
5	For wage issue, wages were paid on or before 10th of next month by cash and payroll was given to workers for checking. 150% and 200% of normal rate were compensated for overtime on regular weekdays and Saturdays. The wage was calculated based on hourly rate. The minimum wage paid to workers was not less than RMB1470 per month. Personal income tax was deducted from wage. The workers said they could report to supervisor once the payment had any wrong calculation.
6	For health and safety issue, the factory provided induction training for new workers and regular safety training for all workers. Fire drill evacuation exercise was conducted one time this year. No injury or major accident was reported, observed or heard of by the interviewees.
7	Personal protective equipment was provided to the workers without charge.
8	The workers confirmed that the dormitory and canteen & kitchen were provided by the factory.

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

Child and Young Workers Record Sheet								
Please only complete this table if you have children (anyone below the national minimum age) or young workers (anyone below the national minimum age but below 18 years of age) in your company								
Name	Birthday(dd/mm/yyyy)	Attending school?	Working start date(dd/mm/yyyy)	Department he/she works in	working time schedule (From)	working time schedule (To)	Average working hours per week	Comments
Nil							0.000	

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



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



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



External photo(s) of the production unit(s)
Potable water.JPG



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



External photo(s) of the production unit(s)
Fire extinguishers and fire hydrant in the dormitory.JPG



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



External photo(s) of the production unit(s)
Cargo lift.JPG



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



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



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



External photo(s) of the production unit(s)
First aid kit.JPG



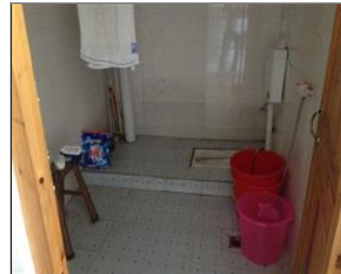
External photo(s) of the production unit(s)
Suggestion box.JPG



External photo(s) of the production unit(s)
Emergency light and exit sign in the dormitory.JPG



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



External photo(s) of the production unit(s)
Toilet in the dormitory.JPG



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



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



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



External photo(s) of the production unit(s)
Exit sign, fire alarm and emergency light.JPG



External photo(s) of the production unit(s)
Living room.JPG



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



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



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