
Auditee :	Kraftwelle (Hangzhou) Industry Co.,Ltd.
Audit Date From :	04/12/2020
Audit Date To :	04/12/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Charles Wang(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



This is an extract of the on line Audit Report.The complete report is available in the amfori BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p style="text-align: center;">A</p> <p style="text-align: center;">Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p style="text-align: center;">B</p> <p style="text-align: center;">Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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																													
<p style="text-align: center;">C</p> <p style="text-align: center;">Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p style="text-align: center;">D</p> <p style="text-align: center;">Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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																													
<p style="text-align: center;">E</p> <p style="text-align: center;">Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p style="text-align: center;">Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information



Name of producer :	Kraftwelle (Hangzhou) Industry Co.,Ltd.		
DBID number :	344548		
Audit ID :	199848		
Address :	Tianfeng Industry, Yiqiao Town, Xiaoshan District, Hangzhou		
Province :	Zhejiang	Country :	China
Management Representative :	Zengtao Xia		
Contact person:	Yanqiu LI	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Tools Equipment - Power
Product Type :	Metal tools		

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 : 04/12/2021

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
D	A	A	A	B	D	A	A	A	A	A	A	A

Executive summary of audit report

Kraftwelle (Hangzhou) Industry Co., Ltd. located at Tianfeng Industry, Yiqiao Town, Xiaoshan District, Zhejiang, China(中国浙江省杭州市萧山区义桥镇田丰村). Within the wall boundary, only one 4-storey building existed. The building belongs to the auditee. The auditee used partial area of the 1st floor, whole area of the 2nd and 4th floors as workshop, warehouse and office. The total floor area used by the auditee were around 7000 square meters. The products manufactured by the auditee was Metal tools, the main production processes were: Assembly and packing. All the mentioned processes were finished within the factory. The peak month was not obvious. No transportation, canteen and dormitory was provided currently.

Remark:

1. The other area of the 1st floor was used by one box factory, this factory was one of the auditee's boxes supplier. The 3rd floor was used by one garments factory as warehouse. The auditee did not shared worker with another two factories. They have different management and finance.
2. The gate guard belongs to the garment factory.
3. The factory did not use contractor, which makes the contractor license/permit not applicable.
4. The factory did not use labor agency, which makes the agency labor contract not applicable.
5. The factory did not obtain government waivers such as Comprehensive Working Hours System waiver, social insurance waiver and etc, which makes the government waivers not applicable.
6. The factory did not have collective bargain agreements, which makes the collective bargain agreements not applicable.
7. The factory did not want to show the name of the business partners due to confidential reason.
8. Auditor: Charles Wang, RA 21701825

The management was cooperate throughout the whole audit, all the area could be access and take photos, the documents were provided in time and the interview was conducted in privacy. During the close meeting, the auditor communicated the good and insufficient area in implementing the amfori BSCI requirement, the management stated they will correct as soon as possible.

Ratings Summary



Auditee's background information			
Auditee's name :	Kraftwelle (Hangzhou) Industry Co.,Ltd.	Legal status :	limited Company
Local Name :	卡夫威尔（杭州）实业有限公司 (913301097936666299)	Year in which the auditee was founded :	2006
Address :	Tianfeng Industry, Yiqiao Town, Xiaoshan District,	Contact person (please select) :	Yanqiu LI
Province :	Zhejiang	Contact's Email :	sale-a02@ok-tools.cn
City :	Hangzhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	Nil
Country :	China	Website of auditee (if applicable) :	www.ok-tools.cn
GPS coordinates :	N30°04'1.54" E120°10'21.85"	Total turnover (in Euros) :	1600000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	0.00
If other, please specify :		Production volume :	160000 sets per year
Product Group :	Tools Equipment - Power	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Metal tools		

Auditee's employment structure at the time of the audit			
Total number of workers :	26	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	13	13	
Temporary workers	0	0	
In management positions	1	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	7	10	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	13	13	
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 - 199848] Audit Date: 04/12/2020 PA Score: D

Deadline date:03/12/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The facility established CSR procedure based on amfori BSCI Code of Conduct and relevant national law, provided the relevant training to all employees regularly. Business partner Management Controlling Procedure was established. Internal audit and management review on social accountability management procedure was established and the record was provided for review. Vice General Manager was appointed as the management representative to implement amfori BSCI system.

企业依据amfori BSCI供应商行为准则以及相关法规建立了企业社会责任程序，并定期对员工进行培训。公司建立了供应商与分包商管理控制程序。企业建立了社会责任内审和管理层评审程序，相关记录已经提供审阅。副总经理被任命为管理层代表去执行amfori BSCI体系的运行。

- 1.1 - The auditee had implemented the amfori BSCI Code of Conduct, but partial findings were not identified and corrected effectively during the internal social responsibility management audit and management review due to lack of continuously improvement approach and experience. The auditee had established the social responsibility management manual and procedures based on amfori BSCI principle and local legal requirement, such as the working hours control procedure, wages and benefit management procedure, but all sampled workers' monthly overtime hours exceeded 36 hours and not all workers joined social insurance. The management stated they will try to communicate with worker and correct soon.

被审核方已经执行了amfori BSCI行为准则。但是部分发现点由于缺少持续改善的方法和经验并未在内部的社会责任管理内审和管理评审中识别和改善。被审核方已经建立了基于amfori BSCI原则和当地法律法规的社会责任管理手册和程序文件，例如，工作时间控制程序，工资福利程序，但是所有抽样的员工月加班超过36小时并且并不是所有员工都参加社会保险。管理层说会试着和员工沟通并尽快改进。

- 1.4 - The factory didn't have a good capacity planning to meet the expectations of the delivery order led to workers have monthly overtime work exceeded legal limited during past months
工厂没有一个完善的产能计划去完成预期的订单交货以致于工人在过去月中有月加班工作超法规要求（见6.2）

Remarks from Auditee:

None

Full Audit [Audit Id - 170375] Audit Date: 13/12/2019 PA Score: D

Deadline date:12/12/2020

Good practices

None

Areas of improvement

Auditee established CSR management procedure (for example, Anti-discrimination Management regulation, Fire safety Management regulation, Environment Protection Manual, Business and Ethics Management Regulation), the auditee conducted regularly internal audit (the latest audit was conducted on 17 May 2019) and management system review for CSR performance. Ms. Yanqiu LI / Administration Manager was appointed as management representative. She was appointed to implement the amfori BSCI Code of Conduct. Facility had communicated the amfori BSCI COC and TOI for business partners with them and the signed COC and TOI for business partners were maintained, such as packaging material supplier etc.

企业建立了企业社会责任管理程序文件（如禁止歧视管理办法，消防安全管理制度，环境管理手册，商业道德管理规范），企业定期开展社会绩效情况的内部审查（最近一次是在2019年05月17日）和管理评审，行政经理李艳秋女士被任命为管理者代表，并保证amfori BSCI行为守则被遵从。企业已与主要商业伙伴沟通amfori BSCI行为守则和商业伙伴专用实施条款，且签署了行为守则和商业伙伴专用实施条款，譬如包材供应商等。

- 1.1 - Auditee had set up Social Responsibility Management related documents. However, not all the policies were properly implemented: Auditee conducted internal audit annually, but there was non-compliance repetition occurred in health and safety, social insurance, working hour and etc.; For instance, Auditee had systematic deficiency in working hours. The monthly overtime had exceeded 36 hours in last 12 month. Management did not conduct monitoring or correction plan for working hour, and workers were willing to take overtime to earn more money.

企业建立了社会责任管理相关文件，然而不是所有的政策都完整的实施：企业虽然每年进行内审，但健康安全、社会保险、工作时间等部分仍有不符合项目重复发生；例如：企业在工作时间上有系统性缺失，生产员工的月加班时间在过去12个月超过36小时。因为工厂管理层并没有进行工时的监控或改善计划，而员工为了多赚钱愿意加班。

- 1.4 - Auditee regulated the working hours according to local law, But they did not establish the Capacity planning management procedure. Auditee arranged the working shift according to orders, there were total 27 employees in auditee, they did not consider the matching degree between workers' quantity and received orders, which led all the production workers had monthly overtime exceed 36 hours in last 12 month (refer to 6.2). 企业依据当地法规规定了工作时间，但他们没有产能规划管理程序。企业根据订单进行排班，企业总共人数21人，他们没有考虑到人员数量和接到订单的匹配程度。导致所有生产员工的月加班时间在过去12个月月加班超过36小时（见6.2）。

Remarks from Auditee

None

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 199848] Audit Date: 04/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not rated during this follow up audit. 本次跟进审核未评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 170375] Audit Date: 13/12/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
None observed 未有发现	
<u>Remarks from Auditee</u>	
None	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 199848] Audit Date: 04/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not rated during this follow up audit. 本次跟进审核未评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 170375] Audit Date: 13/12/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
None observed 未有发现	
<u>Remarks from Auditee</u>	
None	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 199848] Audit Date: 04/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not rated during this follow up audit. 本次跟进审核未评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 170375] Audit Date: 13/12/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
None observed 未有发现	
<u>Remarks from Auditee</u>	
None	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 199848] Audit Date: 04/12/2020 PA Score: B	Deadline date:03/12/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Compensation and wage procedure was established in the facility. Legal minimum wage was RMB 2010 since December 2017, equal to RMB11.55 per hour. Payroll records of 6 samples from November 2019 to October 2020 were reviewed. Workers' wages were paid at hourly rate, the minimum wage paid to the sampled employees was 13.22 per hour. Workers' overtime wages were paid 150% and 200% of the normal wage rate for overtime on weekdays and weekends respectively. And no illegal deduction was made from workers' wage. The whole month was counted as a wage calculation cycle, and the corresponding wage was paid on 25th of next month. Workers' wages were paid by cash. 企业建立了薪酬福利的程序文件。当地最低工资标准 2017年12月之后是2010元每月，相当于11.55元每小时。企业提供了2019年11月至2020年10月的6个样本的工资记录供审核。员工工资按时薪制计算，所抽取样本中，企业支付给员工的最低工资是13.22元/小时。正常工作日和休息日的加班费分别按平时工资的150%和200%支付。企业未非法扣除工人的工资。工资计算周期是每月1日至月末，工资在下一个月25号以现金发放。</p> <p>5.5 - Based on social insurance checked online from November 2019 to October 2020, not all workers joined social insurance. Based on social insurance receipt review of October 2020, it was noted that 5 out of 26 employees did not participate in work-related injury insurance, maternity insurance, medical insurance, basic endowment insurance and unemployment insurance. All worker not covered by social insurance were fixed workers hired by the factory directly. No new joined workers in current month. Workers did not have new rural social pension insurance or new rural co-operative medical insurance. Some interviewed workers stated they did not want to join social insurance, because they did not sure how long will stay. The management stated they want to provide social insurance for workers, but partial workers refused. Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33,44, 53 根据2019年11月到2020年10月的社保网上查询，并不是所有员工参加社会保险。基于2020年10月的社会保险缴费凭证。企业26人中有5名员工没有参加工伤保险；生育保险；医疗保险；养老保险和失业保险。所有没参加社会保险的员工都是由工厂招聘的固定工。没有本月新加入的员工。员工没有参加新型农村社会养老保险或者新型农村合作医疗。部分访谈的员工说他们不愿意参加社保，因为不确定会呆多久。管理层说他们愿意为员工购买社保，但是部分员工拒绝。参考法律法规：《中华人民共和国社会保险法》第10,23,33,44,53条。</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 170375] Audit Date: 13/12/2019 PA Score: B	Deadline date:12/12/2020
Good practices None	
Areas of improvement <p>Auditee established Wages and Benefit Management Procedure according to local legal requirement. The local legal minimum wage document was collected. Legal minimum wage was RMB 2010 per month/ RMB 11.55 per hour since 1 December 2017. Payrolls from November 2018 to October 2019 were provided and 6 samples were randomly selected for review. As shown in the payroll and verified through worker interviews, wage was calculated at hourly rate, and the paid minimum wage was RMB 13.22 per hour, which was more than local minimum wage. Wages were paid by cash at the 25th of each month. Paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined and provided to workers. No illegal deduction was deducted from workers' wage.</p> <p>企业根据法律要求建立了工资福利程序文件，收集了当地法定最低工资文件。当地最低工资自2017年12月1日起2010元/月，相当于11.55元/小时的最低工资标准。2018年11月至2019年10月的工资表已提供审核，并查看了6名员工的工资。根据查阅工资表和员工访谈，工资按时薪计算，企业支付的最低工资为人民币13.22元每小时，高于当地最低工资标准。每月25日企业通过现金将上月工资给员工。企业规定并提供了有薪年假、法定节假日、病假、婚假、产假和丧假给员工，没有任何不当的扣款发生。</p> <p>5.5 - Based on the social insurance payment record in last 12 month. 8 out of 27 employees had not been provided with social insurance including unemployment insurance, employment injury insurance, maternity insurance, basic medical insurance and basic endowment insurance. Management explained those workers did not want to participate, and they respected workers choice. Workers said they had participated in New rural medical insurance, so they did not want to participate in social insurance. There was no retired workers. There was no worker who was new hired within one month. Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53. 基于过去12个月的社保缴费记录，企业没有给27名员工中的8员工提供社会保险包括失业保险，工伤保险，生育保险，医疗保险和养老保险。管理人员解释员工不愿意缴纳，他们尊重员工选择。员工表示他们已在老家参加了新农合保险，所以不缴纳社保。企业没有已达退休年龄的员工。企业没有入职不满一个月的员工。参考法律法规：《中华人民共和国社会保险法》第10,23,33,44,53条</p>	
Remarks from Auditee None	

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 199848] Audit Date: 04/12/2020 PA Score: D	Deadline date:03/12/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Finger print and face scanning was used to record in/out time. The factory established working hour management policy. Workers worked 8 hours (07:30-11:30, 13:00-17:00) per day, 5 days per week, and overtime work at night was 18:00-20:00. The factory arranged workers working on Saturday sometimes and workers had right to choose working overtime or not. The factory ensured workers had every Sunday off per week. Workers can take a rest during the work time when they felt tired. Based on attendance records review from November 2019 to the audit day of 6 samples, the maximum overtime were 2 hours per day, 16 hours per week, 72 hours per month, Saturday was treated as overtime and Sunday was guaranteed as rest. The overtime compensation was 150%, 200% and 300% of normal rate for overtime on normal working days, rest day and statutory holidays respectively. The time records of November 2019 was reviewed for checking the wage.</p> <p>指纹和面部识别考勤机用来记录员工进出时间。工厂制定了工时管理政策。员工每天上班8小时 (07:30-11:30, 13:00-17:00), 每周5天, 晚上加班时间为18:00-20:00。周六工厂会依据生产订单进行加班, 员工可自愿选择是否加班。工厂保证了员工每周日休息。工厂保证了员工每天至少有8小时的休息时间并且员工在工间如果觉得疲惫, 可自由选择休息几分钟。根据2019年11月到审核当天的6个样本的考勤, 每天最多加班2个小时, 每周最多加班16个小时, 每月最多加班72个小时, 星期六作为加班对待, 星期日保证休息。加班费按分别按照基本工资1.5倍, 2倍及3倍支付工人平时加班, 周末加班及假日加班的工资。 审阅2019年11月的考勤是为了验证工资。</p> <p>6.2 - The factory set up the working hours' regulation and management system according to local law and amfori BSCI requirements. The workforce planning and cost accounting procedure was not established, based on interview, the production department worker did not have the awareness for reducing overtime hours. And the factory did not establish an alert system and corrective plan when excessive overtime hours were detected. The interviewed worker stated the overtime was voluntary. 1) the monthly overtime of 6 out of 6 random selected workers were 72 hours in December 2019; 2) the monthly overtime of 6 out of 6 random selected workers were 62hours in June 2020; 3) the monthly overtime of 6 out of 6 random selected workers were 52 hours in October 2020. Reference law: PRC Labor Law article 41. Remark: The monthly overtime of random selected workers were 6 hours in December 2020(until the audit day)</p> <p>工厂依据当地法规以及amfori BSCI要求建立了工作时间规章制度以及管理体系。没有建立产能规划和成本核算的程序并, 基于访谈, 生产部门的同事没有减少加班的意识。并且工厂没有建立一个当检测到加班超时时时的报警体系和改善措施。访谈的员工称加班自愿。1)随机抽取的6名员工中的6名, 在2019年12月月加班为72小时; 2)随机抽取的6名员工中的6名, 2020年9月月加班为62小时; 3)随机抽取的6名员工中的6名, 在2020年10月月加班为52小时; 参考法律法规: 《中华人民共和国劳动法》第41条。备注: 随机抽取的员工, 在2020年12月加班6个小时(截至审核当天)。</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 170375] Audit Date: 13/12/2019 PA Score: D	Deadline date:12/12/2020
Good practices None	
Areas of improvement <p>Facial and Finger printer scan attendance system was used to record the time in/out. The facility defined from Monday to Sunday as a week. Normal working hour is 8 hours per day and 5 days per week. Workers had one shift, working time was from 07:30-11:30, 13:00-17:00, they sometimes had 2 hours overtime in weekdays and always took overtime on Saturdays. Attendance records from 01 November 2018 to audit date were reviewed. 6 samples from April, August, October and November 2019 were selected respectively. Maximum 2 hours overtime per day, 14 hours overtime per week, 76 hours overtime per month and longest consecutive working days were six days.</p> <p>企业用面部以及指纹识别系统记录员工的上下班时间。企业定义周一至周日为一个星期。正常工作时间是5天8小时一周, 员工上班有一个班次, 工作时间为07:30-11:30, 13:00-17:00, 他们在工作日经常会有2小时的加班, 也会在周六进行加班。企业提供了从2018年11月01日至审核当天的考勤记录供审核。在2019年04月08月10月11月分别抽取了6个样本。其中最大日加班时间2小时, 最大周加班14小时, 最大月加班76小时, 最长连续工作6天。</p> <p>6.2 - Auditee did not set up overtime management procedure to control excessive overtime; and the current attendance system had no alert function when overtime exceeded limit. Firstly, The management claimed that the factory did not control excessive overtime. Secondly, Workers confirmed that the factory did not control excessive overtime, but maximum daily overtime was no more than 2 hours and one day off per week. Finally, Monthly overtime hours exceeded 36 hours: 1) the monthly overtime of 6 random selected workers was from 66 hours in April 2019; 2) the monthly overtime of 6 random selected workers was from 76 hours in August 2019; 3) the monthly overtime of 6 random selected workers was from 58 hours in October 2019; 4) the monthly overtime of 6 random selected workers was from 70 hours in November 2019; 5) the maximum monthly overtime of 6 random selected workers was 34 hours in December 2019 (until 13 December 2019); Reference law: PRC Labour Law article 41, the total extension in a month shall not exceed thirty-six hours.</p> <p>企业没有建立加班管理程序来控制超时加班, 当前的考勤系统在月加班超时时也没有预警功能。一) 工厂管理人员确认工厂不控制超时加班; 二) 员工确认工厂不控制超时加班, 但每天最大的加班时间不超过2小时; 每周休息1天。三) 企业月份加班超过36小时: 1) 随机抽取的6名员工, 在2019年04月月加班为66小时; 2) 随机抽取的6名员工, 在2019年08月月加班为76小时; 3) 随机抽取的6名员工, 在2019年10月月加班为58小时; 4) 随机抽取的6名员工, 在2019年11月月加班为70小时; 5) 随机抽取的6名员工, 在2019年12月(截止2019年12月13日)月加班最大为34小时; 参考法律法规: 《中华人民共和国劳动法》第41条, 用人单位每月加班不得超过三十六小时。</p>	
Remarks from Auditee None	

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 199848] Audit Date: 04/12/2020 PA Score: A

Deadline date:03/12/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory had established management system on health and safety, including the identifying and awareness of related legal regulations, health and safety check, training and etc. An OHS committee was established, regular health & safety meetings were conducted. The factory identified risk assessment of occupational health safety according to various workshops. Relevant warning signs were posted for the high risk machines or areas. Risk notification card was posted in each workshop. The interviewed workers knew the risks and prevention measures in their positions. All of the wires and electrical facilities were maintained in good condition, one competent electrician was responsible for electric safety, electric facilities were inspected on monthly basis. Sufficient firefighting equipment such as fire extinguishers, fire hydrants, fire alarms, emergency lights and exit signs were installed and inspected monthly. Evacuation routes were not blocked, all safety exits were kept open during working time. By testing onsite, fire hydrant, emergency light and fire alarm were effective. Clean drinkable water was available in workshops. Two qualified first aiders were available in the factory, the first aid kits with adequate necessary suppliers were provided to employees in production site. The factory established the work-related injury management procedures, through review the work-related injury record sheet and work-related injury research report were reviewed but no work-related injury happened in the past year. No canteen, dormitory and transportation were provided to workers. The previous finding 7.17 was closed: The factory used two forklifts, the annual inspection report was obtained on 03 August 2020, the factory also provided two operator's certificate.

工厂已建立健康安全管理体系统，包括相关法规的识别与了解，健康安全巡查，培训等。工厂建立了职业健康安全委员会，健康安全会议定期召开。工厂根据不同的车间，识别了职业健康安全的风险评估。高风险设备或区域张贴了相关的警示标识。每个车间张贴了风险告知卡。访谈的工人知道他们岗位的风险以及相应的预防措施。所有电线和电气设施都维护良好，一名具有资质的电工负责厂内的电气安全，电气设施每月检查一次。足够的消防设施如灭火器、消火栓、警铃、应急灯、安全出口标识已安装并每月进行检查。逃生路线未被堵塞，所有安全出口在上班期间保持打开。通过现场测试，消火栓、应急灯和警铃可正常使用。干净的饮用水被提供在车间。工厂有2名具有资质的急救员，配备足够药品的急救药箱提供在生产场所。工厂建立了工伤管理程序文件，通过工伤记录表和工伤分析报告，发现在过去一年没有工伤发生。工厂没有给员工提供食堂、宿舍和交通设施。上次的不符合项7.17关闭了：工厂使用了两部叉车，在2020年8月3日取得了年度检验报告，工厂也取得了两个操作员证书。

7.2 - Based on social insurance checked online from November 2019 to October 2020, not all workers joined social insurance. Based on social insurance receipt review of October 2020, it was noted 5 out of 26 workers were not covered by work related injury insurance or additional commercial accident insurance. Reference law: Social Insurance Law of the People's Republic of China, Article 33

根据2019年11月到2020年10月的社保网上查询，并不是所有员工参加工伤保险。基于2020年月的社会保险缴费凭证。工厂26名员工中有5名员工没有工伤保险或者附加的商业意外险覆盖。参考法律法规：《中华人民共和国社会保险法》第33条。

7.4 - The factory did not invite worker or worker representative to join risk assessment.

工厂没有邀请员工或者员工代表参加风险评估。

Remarks from Auditee:

None

Full Audit [Audit Id - 170375] Audit Date: 13/12/2019 PA Score: A

Deadline date:30/06/2020

Good practices

None

Areas of improvement

Auditee established procedures on health and safety. Workers were trained on health and safety. Factory identified the risks in production processes and in workplaces, also they identified the risks to some special crowd such as young workers and pregnant workers. Fire extinguishers and fire hydrants were setup in workshops and warehouses. Fire alarms were installed to warn workers when the fire was on. Escape routes were marked on the ground. Evacuation plans were posted on each workshops' walls. Fire equipment were inspected every month. First aid kits were easy to find in workshops. Workers could access to toilet and drink water freely. Factory provided drinkable water test report in workshop. There was nobody injured based on industrial injury sheets. The fire drills were conducted twice per year, recent one was conducted on 03 December 2019. There was no pregnant workers in factory. Temperature, lighting and ventilation was acceptable in workshops and warehouses. PPE were provided to workers for free. Remark: The facility did not provide transportation, canteen and kitchen, dormitory for employees

企业建立了健康安全的程序文件，员工参加了健康和安全的培训。工厂识别了生产流程和车间里的风险，并且也识别了针对一些特定人群，如未成年工和怀孕工的风险。灭火器和消防栓设置在车间和仓库。警铃被安装用于发生火灾时提醒员工。逃生通道标注在地面上。疏散图张贴在每个车间墙上。消防设备每个月被检查。急救箱可以在车间轻易的找到。员工可以自由的去厕所或喝水。工厂提供了车间的饮用水检测报告。根据工伤记录，没有人受伤。消防演习每年实施2次，最近的一次为2019年12月03日。工厂里没有怀孕工人。车间和仓库里的温度、照明和通风都可以接受。个人防护用品免费提供给员工。备注：工厂未提供交通、餐厅食堂以及宿舍给员工

7.2 - Auditee provided employment injury insurance for 19 employees, but the rest 8 workers were not provided with work-related injury insurance. Management explained they had established Employment Injury Management Regulation, there was no injury occurred in last one year.

. Reference law: Social Insurance Law of the People's Republic of China, Article 33.

企业为19人提供了工伤保险。但没有给另外8名员工提供任何工伤相关保险。管理人员解释他们建立工伤管理程序，最近一年未发生任何工伤。参考法律法规：《中华人民共和国社会保险法》第33条。

7.17 - 1. There was three fork lifts in auditee, there was no operator certificate for any workers who operating special equipments in auditee. Reference law: Regulations on Safety Supervision of Special Appliance article 38 2. There were total three fork lifts in auditee, one out of them had been obtained with inspection report. The rest two fork lifts were not monitored. Management said those two fork lifts were not used, so they did not conduct inspection. Reference law: Regulations on Safety Supervision of Special Appliance article 28

1. 企业有三部叉车，但企业没有任何员工获得操作特种设备操作员证书。参考法律法规：《特种设备安全监察条例》第38条 2. 企业一共有三台叉车，其中一台叉车已获得定期检验报告，其余两台叉车还未进行检测。管理层解释两台叉车基本不再使用，所以没有检测。参考法律法规：《特种设备安全监察条例》第28条

Remarks from Auditee

None

Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 199848] Audit Date: 04/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not rated during this follow up audit. 本次跟进审核未评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 170375] Audit Date: 13/12/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
None observed 未有发现	
<u>Remarks from Auditee</u>	
None	
Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 199848] Audit Date: 04/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not rated during this follow up audit. 本次跟进审核未评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 170375] Audit Date: 13/12/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
None observed 未有发现	
<u>Remarks from Auditee</u>	
None	
Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 199848] Audit Date: 04/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Not rated during this follow up audit. 本次跟进审核未评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 170375] Audit Date: 13/12/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
None observed 未有发现	
<u>Remarks from Auditee</u>	
None	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 199848] Audit Date: 04/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Not rated during this follow up audit. 本次跟进审核未评估。	
Remarks from Auditee:	
Full Audit [Audit Id - 170375] Audit Date: 13/12/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
None observed 未有发现	
<u>Remarks from Auditee</u>	
None	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 199848] Audit Date: 04/12/2020 PA Score: A	Deadline date:03/12/2021
GOOD PRACTICES:	
None	
AREAS OF IMPROVEMENT:	
<p>There was no industry water generated from the production process. The facility established the environment protection procedure to protect environment and save energy such as electricity, water source and etc. The factory conducted environment protection training for workers. The factory was allowed to no need to obtain EIA documents currently. The previous finding 12.1 was closed: The factory only have assembly and packing processes, the factory was allowed to no need to obtain EIA documents currently. Reference law: The fifth batch not included in the environmental impact of construction projects Contents of evaluation and approval of Zhejiang Province</p> <p>工厂制定了关于保护环境、节约资源，比如电能、水资源等的相关制度。工厂为员工提供了环境保护培训。工厂被允许目前不需要取得环评文件。上次的不符合项12.1关闭了：工厂只有组装和包装工序，工厂目前被允许无需取得环评文件。参考法律法规：《浙江省第五批不纳入建设项目环境影响评价审批的目录》</p> <p>12.3 - The factory did not register its pollution emission on the website of national discharge permit management information platform. Reference Law: Guidelines for Pollutant Discharge Registration of Stationary Pollution Sources (Trial), Article 1 and 5. 工厂没有在全国排污许可证管理信息平台网站进行排污登记。参考法律法规：《固定污染源排污登记工作指南》（试行），第1条和第5条。</p>	
Remarks from Auditee:	
None	
Full Audit [Audit Id - 170375] Audit Date: 13/12/2019 PA Score: A	Deadline date:30/06/2020
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>There was no waste water and air generated during production process. Auditee had identified the environment protection laws and regulations, conducted environment factor identification regularly, established the policy and procedure of environment protection, including Energy conservation procedure. Auditee conducted regular training for all employees on the avoidance of environmental impact. There was no requirement about environment license, such as Pollution discharge permit.</p> <p>企业生产过程中没有废水废气产生。企业已识别了环境相关法律法规，定期进行环境因素识别，建立了环境保护的政策和程序，包括节能减排的程序。企业对所有员工进行了关于避免环境影响的定期培训。企业未被要求获得环境相关证书，如排污许可证。</p> <p>12.1 - Auditee did not obtain relevant environmental impact assessment document and environmental impact assessment approval for construction project. There was no waste water or air generated from production process. The management stated that the production process was simple, they planned to apply for EIA registration record. Reference law: PRC Environmental Impact Assessment Law article 16 and article 22 企业没有对其建设项目获得相关环境影响评价文件并且取得建设项目环境影响评价批复。生产过程没有废水废气产生。管理层表示其工序简单，计划申请环评登记备案表。参考法律法规：《中华人民共和国环境影响评价法》第16条，22条</p>	
<u>Remarks from Auditee</u>	
None	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 199848] Audit Date: 04/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The facility had established Anti-bribery and anti-corruption Procedure. The auditee had informed their suppliers of this requirement and all the suppliers had signed statements of complying with this policy. Regular training was provided. The previous finding 13.4 was closed: The factory established personal private information confidential policy 企业已建立反贿赂、反腐败程序。企业已与其供应商沟通此要求，供应商已签署廉政声明以符合该制度要求。工厂定期进行商业道德培训。上次的不符合项13.4关闭了：工厂建立了个人隐私信息保密政策。	
Remarks from Auditee: None	
Full Audit [Audit Id - 170375] Audit Date: 13/12/2019 PA Score: B	Deadline date:31/01/2020
Good practices None	
Areas of improvement 13.4 - Auditee did not establish personal private information confidential policy, such as personal profile, labor contract and other disciplinary measures etc. Based on onsite audit, there was no any personal private information was revealed. Interviewed with workers, their information was never leaked out. Management explained they would establish the procedure as soon as possible. 企业没有建立个人隐私信息保密政策，例如：个人档案、劳动合同及纪律处罚措施等的管理。现场审核中未发现企业有泄露个人隐私信息的情况。员工表示他们的信息未被泄露过。管理人员表示他们尽快建立程序。	
Remarks from Auditee None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	04/12/2020	199848	D	A	A	A	B	D	A	A	A	A	A	A	A	C
Full Audit	13/12/2019	170375	D	A	A	A	B	D	A	A	A	A	A	A	B	C

Producer Photos



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



Photo of fire safety equipment
Fire alarm.JPG

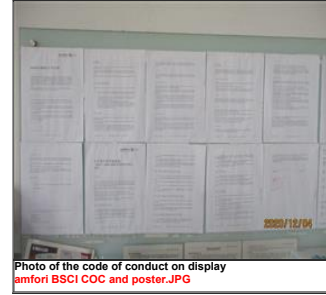


Photo of the code of conduct on display
amfori BSCI COC and poster.JPG



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



Photo of fire safety equipment
Fire extinguishers and Fire hydrant.JPG



Photo of the inside of the main production hall
Assembly and QC and Packing.JPG



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



Photo of fire safety equipment
Fire hydrant testing.JPG



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



Photo first aid facilities
First aid kit.PNG



Photo of non-conformity
NC6.5 and 7.2 Insufficient social insurance.JPG



Photo of the sanitary facilities
Drinking water.JPG



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

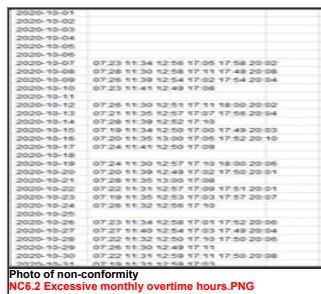


Photo of non-conformity
NC6.2 Excessive monthly overtime hours.PNG



Photo of the sanitary facilities
Toilet.JPG



Photo of fire safety equipment
Evacuation map.JPG