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Auditee :	<b>HEBEI HENGWEI GARMENT MANUFACTURER CO., LTD</b>
Audit Date From :	<b>19/03/2021</b>
Audit Date To :	<b>19/03/2021</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>UL-RS</b>
Auditor's Name(s) :	<b>Bob Chen(Lead)</b>
Auditing Branch (if applicable) :	

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

**Main Auditee Information**



Name of producer :	HEBEI HENGWEI GARMENT MANUFACTURER CO., LTD		
DBID number :	15659		
Audit ID :	206160		
Address :	Daxiaozimu Village, Xinxing Town, Qing County Cangzhou		
Province :	Hebei	Country :	China
Management Representative :	Mr. Lei Liu		
Contact person:	Lei Liu	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Apparel		

**Audit Details**



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <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 : 19/03/2022

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
<p>APPSCA Details: Bob Chen CSCA 21702438</p> <p>Opening meeting: The Initial Audit of HEBEI HENGWEI GARMENT MANUFACTURER CO., LTD was conducted on March 19, 2021 by UL-RS on an Announced basis as per the client's request. Upon arrival at 9:00 am on March 19, 2021, the auditor was greeted by Mr. Liu Lei/ Manager, Mr. Wang Lei/ HR and two Worker Representatives. After exchanging business cards, an opening meeting was held. The auditor explained the purpose and procedures of this assessment, a full assessment including document review, facility walkthrough and employees' interview were allowed by the facility management receptively. Mr. Liu Lei/ Manager signed the statement of integrity. The BSCI COC and TOI was also signed by Mr. Liu Lei/ Manager before the audit. During the whole assessment, the facility management was receptive and cooperative.</p> <p>Business Registration Number: 911309220872500449 and it is valid from December 16, 2013 to December 16, 2033.</p> <p>Facility layout: There are three flat production buildings in the facility, with total area of about 3,000 square meters. One is used as office rooms and warehouses, one is used as cutting section, one is used as sewing section, heat adhering section, inspecting section, packing section and finished goods warehouse. No dormitory or canteen is provided by the facility.</p> <p>Special circumstance:</p> <ol style="list-style-type: none"> <li>Comments for photos and documents which are not available or not applicable:</li> <li>1) Contractor license/permit - Not applicable - No Contractor used by the facility;</li> <li>2) Agency labor contract - Not applicable - No Agency labor used by the facility;</li> <li>3) Government waivers - Not applicable – No waiver is obtained;</li> <li>4) Collective bargaining agreement - Not applicable- No Collective bargaining agreement used by the facility;</li> <li>5) Fire-related licenses - Not applicable;</li> <li>6) Inconsistency between time and production records - Not applicable – No inconsistency record is detected in current audit.</li> </ol> <p>Number of worker gap between at general information, production structure and employment structure is caused by the fact that turnover rate of employees in work place.</p> <p>Closing Meeting: At the end of the audit, a closing meeting was held with Mr. Liu Lei/ Manager, Mr. Wang Lei/ HR and two Worker Representatives. The findings were explained to them, along with the corresponding corrective action plans. They appeared to be receptive to the recommendations and agreed to correct the current findings within the time frame provided. Mr. Xu Dong/ Office Manager and one Worker Representative signed on the Findings Report for verification. The audit ended at 6:00 pm on March 19, 2021.</p>

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>HEBEI HENGWEI GARMENT MANUFACTURER CO., LTD</b>	Legal status :	<b>Limited Company</b>
Local Name :	河北恒威制衣有限公司	Year in which the auditee was founded :	<b>2013</b>
Address :	<b>Daxiaozimu Village, Xinxing Town, Qing County</b>	Contact person (please select) :	<b>Lei Liu</b>
Province :	<b>Hebei</b>	Contact's Email :	<b>wd_china@163.com</b>
City :	<b>Cangzhou</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>English</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>N/A</b>
GPS coordinates :	<b>Not Provided</b>	Total turnover (in Euros) :	<b>3100000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>40,000 pieces per month</b>
Product Group :	<b>Apparel</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Apparel</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>48</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>8</b>	<b>40</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>2</b>	<b>3</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>0</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>0</b>	<b>0</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>8</b>	<b>40</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>0</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>0</b>	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 206160] Audit Date: 19/03/2021 PA Score: D

Deadline date: 19/09/2021

**GOOD PRACTICES:**

None 无

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee partially fulfills the requirements of this performance area. The auditee has established one management system to implement the BSCI code of conduct. Senior manager is available to ensure all values are strictly followed. In addition, the auditee requests its business partners to share and sign the BSCI Code of Conduct and relevant Terms of Implementation. Moreover, the auditee conducts regular risk assessments and monitoring for its business partners. However, gaps have been identified in implementation currently.

对工厂的全面审查发现工厂部分尊重该条款的要求。工厂建立了管理体系来确保工厂遵守BSCI行为准则。同时工厂任命了高级管理者代表来负责BSCI方面事务确保所有条款都有严格实施。另外工厂要求其商业合作伙伴共享并签署BSCI行为准则和相关实施条款，同时定期对其商业合作伙伴进行风险评估和监督。然而，工厂目前仍存在缺失。

**1.1 - Finding:** Several findings were raised in other PAs during the current assessment, which reflects the deficiency of the management system. (BSCI Code of Conduct)

审核发现：在其他绩效评估区域发现了一些问题，反映出工厂的管理体系存在缺陷。（BSCI行为准则）

**1.4 - Finding:** There is cost accounting and capacity planning procedure established in the facility. However, it is not implemented, as the monthly overtime in excessive of 36 hours and overtime was repeatedly added onto regular working hours were detected. (BSCI Code of Conduct)

审核发现：工厂有建立成本核算和产量计划程序。但是没有实施，此次审核发现了月加班超过36个小时以及重复规律性地加班。（BSCI行为准则）

**Remarks from Auditee:**

None 无

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

Full Audit [Audit Id - 206160] Audit Date: 19/03/2021 PA Score: A

Deadline date: 19/09/2021

**GOOD PRACTICES:**

None 无

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee partially fulfills the requirements of this performance area. Based on the BSCI code of conduct, the auditee has set up their mission, objective and policy on worker involvement and protection. Satisfactory evidence has been showed that workers are freely and publicly to elect worker representative for once a year. Employees can report grievance through suggestion box anonymously. In addition, BSCI Code of Conduct is posted in a visible place in the workplace. However, gaps have been identified in implementation currently.

对工厂的全面审查发现工厂部分尊重该条款的要求。工厂依据BSCI的行为准则建立了员工参与和保护的方针政策和程序文件。令人满意的证据表明员工每年至少有一次公开选举员工代表。同时员工可以通过意见箱来匿名申诉。另外，BSCI行为准则在车间显眼位置张贴。然而，工厂目前仍存在缺失。

**2.4 - Finding:** The facility provided a training on BSCI Code to employees and workers' representative. However, all the interviewed workers and the workers' representative did not know the basic requirement of BSCI. (BSCI Code of Conduct)

审核发现：工厂有给员工和员工代表提供BSCI行为准则培训。但是工厂的员工代表与所有被访谈的员工均不清楚BSCI的基本要求。（BSCI行为准则）

**Remarks from Auditee:**

None 无

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

Full Audit [Audit Id - 206160] Audit Date: 19/03/2021 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None 无

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee fully fulfills the requirements of this performance area. Based on the BSCI code of conduct, the auditee has set up their mission, objective and policy on the rights of freedom of association and collective bargain. Besides, the auditee has provided trainings to all workers regarding freedom of association and collective bargain. Satisfactory evidence has shown that worker representatives are elected by workers freely. Workers can interact with the worker representatives without interruption. All employees are not discriminated whether they are worker representatives or not.

对工厂的全面审查发现工厂完全尊重该条款的要求。工厂依据BSCI的行为准则建立了自由结社方面和集体谈判权的方针政策和程序文件。此外工厂为所有员工提供了这方面的培训。令人满意的证据表明员工可以自由选举员工代表。员工可以不受干扰的和员工代表进行交流。此外所有员工无论他们是否是员工代表都不会受到歧视。

**Remarks from Auditee:**

<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 206160] Audit Date: 19/03/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> The overall observation shows that the auditee fully fulfills the requirements of this performance area. Based on the BSCI code of conduct, the auditee has set up their mission, objective and policy on no discrimination. Trainings are provided to new hired employees upon hiring and refresh training are provided annually. All interviewed workers are free from discrimination. No discriminate pregnancy testing is conducted for workers, and all employees are equal regardless of their race, age, gender, skin. 对工厂的全面审查发现工厂完全尊重该条款的要求。工厂依据BSCI的行为准则建立了非歧视方面方针政策和程序文件。此外新员工在入职培训和每年的更新培训会涉及非歧视政策。员工访谈没有汇报歧视方面问题，工厂也没有要求员工验孕，所有员工不管什么种族，年龄，性别，肤色都一律平等。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 206160] Audit Date: 19/03/2021 PA Score: B	Deadline date:19/09/2021
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> As per the facility management and provided time records, there is no peak or low season in the recent one year. During the current audit, the latest paid month was January 2021, the months from November 2020 to January 2021 were sampled. As per the provided sampled payroll records, the employees are paid by hourly wage no later than 25th of each month by cash. As per the provided payroll records, the minimum hourly wage is RMB 12.5 per hour (the local minimum wage is RMB 10.29 per hour). 150% and 200% of regular wage was provided for regular overtime, rest day overtime, no statutory holiday overtime was conducted. Moreover, the statutory holiday wages are also provided to employees. No illegal deduction was detected during the assessment. However, gaps have been identified in implementation currently. 根据工厂管理和提供的考勤记录，近一年没有淡旺季。此次审核，2021年1月是最近发薪月份，因此抽样了2020年11月到2021年1月。根据提供的工资表，工厂给员工每月25号之前通过现金支付计时工资。根据提供的工资表，最低时薪是12.5元每小时(当地最低工资标准是10.29元每小时)。正班工资的150%和200%作为平时加班费和周末加班费，没有进行法定假日加班。此外，工厂也给员工提供了法定假日工资。评估中未发现有不合理扣款现象。但是，实施过程中依然有发现存在不足。 <b>5.5 - Finding: Insufficient social insurance coverage was detected. There are totally 48 employees in the facility currently, including 0 new hired employee and 7 retired employees, no contracted workers or dispatched workers, all employees are hired by the facility directly. 2 employees are provided with retirement insurance, 41 employees are provided work-related injury insurance, no employee is provided with medical insurance, maternity insurance or unemployment insurance, no employee is provided with commercial accident insurance. The rural social endowment insurance records are not provided for review. As per the document review and testimony of facility and employee: 1) The coverage of social insurance of all sampled months is less than 100%; 2) Those employees were not willing to participated in social insurance since they already had covered with rural social endowment insurance; 3) As per management and interviewees, the facility has informed the benefit of social insurance to workers and encourage all workers to participate in the social insurance. (Social Insurance Law of the People's Republic of China, Article 10 &amp; 23 &amp; 33 &amp; 53 &amp; 44)</b> 审核发现：社保覆盖不足。工厂目前有48名员工，包括0名新进员工以及7名达到退休年龄的员工，没有外包工或者劳务派遣工，所有员工都是工厂自己招聘的。工厂给2名员工缴纳养老保险，给41名员工缴纳了工伤保险，没有员工缴纳了医疗保险、生育保险和失业保险，没有给员工提供商业意外险。农保记录未提供查看。根据文件审阅以及管理和员工访谈，1) 所有抽样月份的社保参保率不足100%；2) 员工参加了农保不愿参加社保；3) 根据管理人员及访谈汇报，被审核方向员工说明社保的好处并鼓励员工参加社保。(中华人民共和国社会保险法 第十条、第二十三条、第三十三条、第四十四条、第五十三条)	
<b>Remarks from Auditee:</b> None 无	



<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 206160] Audit Date: 19/03/2021 PA Score: D	Deadline date:19/09/2021
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> Satisfactory evidence has shown that the facility conduct no more than 40 regular working hours per week. Sufficient breaks are provided. As per the facility management and provided time records, there is no peak or low season in the recent one year. During the current audit, the latest paid month was January 2021, the months from November 2020 to January 2021 were sampled. Employees use IC cards to record their working hours. Employees work in one shift, from 8:00 am to 5:30 pm, with 90 minutes' lunch break from 12:00 to 1:30 pm, regular overtime is conducted for 2 hours per production demand. And rest day overtime is conducted for 8 hours only on Saturdays. Besides, overtime work are provided with sufficient overtime wage. However, gaps have been identified in implementation currently. 令人满意的证据表明工厂每周上班工作不超过40小时。员工休息时间都有保障。根据工厂管理和提供的考勤记录，近一年没有淡旺季。此次审核，2021年1月是最近发薪月份，因此抽样了2020年11月到2021年1月。工厂员工使用IC卡来记录工作时间。所有员工都只有一个班次，上午8:00到下午5:30，期间有12:00到下午1:30的90分钟的午餐休息时间。根据生产要求，会进行2个小时的正班加班。休息日加班只在周六进行，8小时每次。此外，所有加班时间都支付了足额加班费。但是，实施过程中依然有发现存在不足。 <b>6.2 - Findings:</b> 1. It was noted that all the sampled employees' monthly overtime exceeded 36 hours from November 2020 to January 2021, the maximum monthly overtime was 48 hours, 52 hours and 42 hours. (PRC Labor Act (1995), Article 41) 2. It was noted that Saturday overtime was conducted for 8 hours regularly for all the sampled employees every week from November 2020 to January 2021. (BSCI Code of Conduct) 审核发现：1. 发现2020年11月到2021年1月80%抽样员工的月加班时间超过了36小时，最大月加班时间为48小时、52小时和42小时。（中华人民共和国劳动法第四十一条）2. 发现在抽样月份2020年11月到2021年1月100%的抽样员工每周进行规律性地周六加班，8小时每次。（BSCI行为准则）	
<b>Remarks from Auditee:</b> None 无	
<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 206160] Audit Date: 19/03/2021 PA Score: A	Deadline date:19/09/2021
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> The overall observation shows that the facility partially fulfills the requirements of this performance area. The facility has established a Health and Safety Committee. Health and safety risks are clearly identified, and they have taken effective measures to prevent workers from having accidents, injuries arising from, associated with or occurring during work and minimize the potential danger that may cause to the workers. PPE are provided to all workers free of charge. Medical assistance are available. Based on site observation, the facility has provided the work floors with sufficient fire extinguishers and fire alarms. The evacuation aisles are marked clearly. No dormitory, meal or transportation is provided to employees. The facility has conducted complete risk assessment for safe, healthy and hygienic working conditions in the production area. However, gaps have been identified in implementation currently. 对工厂的全面审查发现工厂部分尊重该条款的要求。受审核方已成立了健康安全委员会。工厂所有健康安全风险都有被识别，同时工厂采取了有效措施防止员工发生意外，或是由于工作或工作过程中发生工伤，从而降低工作给员工带来的潜在风险。工厂给员工免费提供了劳保用品。此外，医疗协助也随时可以获得。根据现场观察，工厂为所有车间提供了足够可用灭火器和火警铃。疏散通道也都有明显的标识。工厂没有为员工提宿舍、餐食和交通。工厂对生产区域内所有的健康安全和卫生方面进行了完整的评估。但是，实施过程中依然有发现存在不足。 <b>7.1 - Finding:</b> Management system on occupational health and safety is not implemented effectively as findings are detected in other questions of PA7. (BSCI Code of Conduct) 审核发现：由于执行领域7发现其他不符合项，被审核方没有有效执行职业健康安全管理体系。（BSCI行为准则） <b>7.2 - Finding:</b> It was noted that no injury insurance was provided to 7 out of 48 employees, in the form of either social insurance or commercial insurance. Those employees are retired ones. (BSCI Code of Conduct) 审核发现：工厂没有给48名员工中的7名员工提供社会保险或商业保险形式的工伤保险。这些员工是退休员工。（BSCI行为准则） <b>7.11 - Finding:</b> The facility did not provide fire licenses for all the 3 flat buildings in use, all the 3 flat buildings were built in 2008 with the area of above 300 square meters. (PRC Fire Protection Law (1998) Amendment (2019) Article 13) 工厂没有提供所有在用的3栋平层建筑的消防验收查看，这3栋平层建筑面积都大于300平方米，建于2008年。（中华人民共和国消防法 第十三条）	
<b>Remarks from Auditee:</b>	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 206160] Audit Date: 19/03/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> The overall observation shows that the auditee fully fulfills the requirements of this performance area. The auditee has established procedures on No child labor, and remediation procedures are available in case child labor is found. Age verification mechanism is used upon recruitment to ensure all workers are over 16 years old. Currently, no child labor is detected or reported. 对工厂的全面审查发现工厂完全尊重该条款的要求。工厂建立了不使用童工和童工补救措施程序文件。招聘过程中工厂有年龄识别体系确保员工都满16岁。审核过程没有发现童工或者汇报童工。	
<b>Remarks from Auditee:</b>	



<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 206160] Audit Date: 19/03/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> The overall observation shows that the auditee fully fulfills the requirements of this performance area. The auditee has established procedures on protection of juvenile workers. Currently, no juvenile workers are hired in the auditee. 对工厂的全面审查发现工厂完全尊重该条款的要求。工厂建立了保护未成年工的程序文件。目前工厂没有用到未成年工。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 206160] Audit Date: 19/03/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> The overall observation shows that the auditee fully fulfills the requirements of this performance area. The auditee has signed labor contracts with all employees, and copies of labor contract are also provided to employees. Also they ensure the employment relationship does not cause insecurity and social or economic vulnerability of workers. 对工厂的全面审查发现工厂完全尊重该条款的要求。工厂跟员工订立了劳动合同也提供了员工合同副本。同时订立劳动关系确保不会给员工带来不安全地位或者是让员工在社会地位或经济地位处于劣势。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 206160] Audit Date: 19/03/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> The overall observation shows that the auditee fully fulfills the requirements of this performance area. The auditee has established procedures on no bond labor and all employees are freely to terminate their relationship with the auditee with full wage paid. Currently, no migrant workers are hired in the auditee. 对工厂的全面审查发现工厂完全尊重该条款的要求。工厂建立了无强迫劳动程序文件，所有员工都可以自由终止劳动关系并拿到全额报酬。目前工厂没有用到外来工。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 206160] Audit Date: 19/03/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> The auditee has established procedures and policy on environmental protection. The auditee provided employees with environmental protecting trainings, including enhancing the awareness of environmental protecting, how to dispose waste, etc. 被审核方建立了环境保护方面的方针政策，向员工提供了环境保护方面的培训，包括增强员工的环保意识，如何处理废弃物等。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 206160] Audit Date: 19/03/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None 无	
<b>AREAS OF IMPROVEMENT:</b> The auditee establishes the written policy and procedure on anti-bribery. Trainings on anti-bribery are provided to all employees, especially to facility management. Regular risk assessment on anti-bribery is conducted. No bribery occurred on current audit day. No inconsistent record or falsified document is detected currently. Personal information is well maintained. 被审核方建立了关于反腐败反贿赂的书面政策和程序，并对所有员工进行了相关培训，特别是工厂管理。被审核方进行了关于反腐败反贿赂的定期风险评估。本次审核中，未发生贿赂情况，没有发现不一致记录或造假的文件。个人隐私信息妥善保管。	
<b>Remarks from Auditee:</b>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	19/03/2021	206160	D	A	A	A	B	D	A	A	A	A	A	A	A	C

**Producer Photos**



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



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



External photo(s) of the production unit(s)  
Facility outlook.JPG



Photo first aid facilities  
First aid kit.JPG



Photo of fire safety equipment  
Extinguishers and fire hydrant.JPG



Photo of fire safety equipment  
Fire alarm testing.JPG



Photo of fire safety equipment  
Fire hydrant testing.JPG

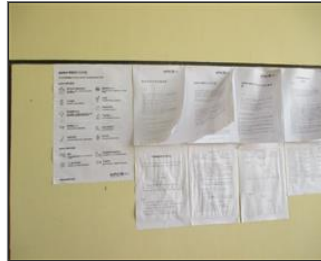


Photo of the code of conduct on display  
Posted COC.JPG



Photo of the inside of the main production hall  
Cutting section.JPG



Photo of the inside of the main production hall  
Packing section and finished product warehouse.JPG



Photo of the inside of the main production hall  
Sewing section.JPG



Photo of the inside of the main production hall  
Suggestion box.JPG



Photo of the sanitary facilities  
Drinking water.JPG