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Auditee :	<b>Zhejiang Besco Cookware Co., Ltd.</b>
Audit Date From :	<b>17/04/2017</b>
Audit Date To :	<b>17/04/2017</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the BSCI platform</b>
Auditing Company :	<b>TUEV NORD GROUP</b>
Auditor's Name(s) :	<b>Leo (Chengchuan) Liao(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 BSCI Platform.  
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**Rating Definitions**



Rating	A combination of ratings per performance area where:	Consequence																																													
<p><b>A</b></p> <p><b>OUTSTANDING</b></p>	<ul style="list-style-type: none"> <li>o Minimum 7 performance area rated A</li> <li>o No Performance area rated C, D or E</li> </ul> <p><i>These are three examples:</i></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><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>A</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>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> </table>	A	A	A	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	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing 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	A	A	A	B	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<p><b>B</b></p> <p><b>GOOD</b></p>	<ul style="list-style-type: none"> <li>o Maximum 3 performance area rated C</li> <li>o No performance area rated D or E</li> </ul> <p><i>These are three examples:</i></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><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>B</td><td>C</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>B</td><td>C</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	B	B	A	A	A	A	A	B	B	B	B	B	B	B	B	C	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	B	B	B	B	B	B	B	B	C	C																																	
B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p><b>C</b></p> <p><b>ACCEPTABLE</b></p>	<ul style="list-style-type: none"> <li>o Maximum 2 performance areas rated D</li> <li>o No performance area rated E</li> </ul> <p><i>These are three examples:</i></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>C</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>C</td><td>D</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>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p><b>D</b></p> <p><b>INSUFFICIENT</b></p>	<ul style="list-style-type: none"> <li>o Maximum 6 performance area rated E</li> </ul> <p><i>These are three examples:</i></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>D</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>D</td><td>E</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>D</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	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	A	D	D	D	D																																	
A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p><b>E</b></p> <p><b>UNACCEPTABLE</b></p>	<ul style="list-style-type: none"> <li>o Minimum 7 performance areas rated E</li> </ul> <p><i>These are three examples:</i></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><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><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><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	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	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	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	E	E	E	E																																	
<p><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

**Main Auditee Information**



Name of producer :	<b>Zhejiang Besco Cookware Co., Ltd.</b>		
DBID number :	<b>328234</b>		
Audit ID :	<b>77899</b>		
Address :	<b>Jinyanshan Industrial Zone, Quanxi Town, Wuyi County, Jinhua, Zhejiang, China. Jinhua</b>		
Province :	<b>Zhejiang</b>	Country :	<b>China</b>
Management Representative :	<b>Chen Qunli</b>		
Contact person:	<b>Qunli Chen</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Accessories</b>	Product group :	<b>bathroom and kitchen utensiles</b>
Product Type :	<b>Aluminum pots</b>		

**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
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 : 17/04/2018

**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	A	D	B	A	A	A	A	B	A

**Executive summary of audit report**

This was 1st follow up audit of 3rd cycle authorized by BSCI Member on Apr 14, 2017.

[Location and size]:

Factory, started business in 2008 in the place of Jinyanshan Industrial Zone, Quanxi Town, Wuyi County, Jinhua, Zhejiang, China. The factory composed two flat buildings, one 3-storey building and one 5-storey buildings as office, workshops, warehouse, canteen dormitory. The factory did not provide dormitory for workers.

Only one company located in this compound.

[Structure of facility]:

The main business products were Aluminum pots. The main process included melting, pressure casting, polishing, sand blasting, painting & CNC workshop and packing.

Main equipment and production line included: melting machines, pressure casting machines, polishing machines and sand blasting machines.

[Employee analysis]:

There were 351 employees on the roster. All employees were permanent employees. 318 workers were migrant employees from other provinces in China. 104 employees were female.

All employees showed on the date of audit.

[Summary of working hours]:

The factory used the electric attendance system (ID card) to record the working hours. The normal working shift is from 7:30 AM to 5:00 PM with 1.5 hours lunch break from 11:30 to 13:00. The Saturday overtime is noted as same as the regular working day for 24 hours to 40 hours per month.

The factory provided the working time records from March 2016 to audit date for review. The regular working time was 8 hours per day, 5 day per week, 8 hours overtime on Saturday normally. The max monthly overtime was 88 hours.

[Summary of compensation]:

The local minimum wages was RMB 1530 per month since Nov 1, 2015.

The factory provided payrolls from Apr 2016 to Mar 2017 for review.

Workers paid by hourly rate; the basic wage was more than RMB 1660 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 by cash on or before 10th of each month. The auditee provided social Insurance for all employees.

[Summary of Interview]:

Worker interview were conducted by individually and in group. Randomly selected 10 employees, no complain was raised.

[Special scene during on site observed]:

No other serious issue was noted in this audit.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Zhejiang Besco Cookware Co., Ltd.</b>	Legal status :	<b>Limited Company</b>
Local Name :	<b>浙江伯是购厨具有限公司 91330723680722727N</b>	Year in which the auditee was founded :	<b>2008</b>
Address :	<b>Jinyanshan Industrial Zone, Quanxi Town, Wuyi County, Jinhua, Zhejiang, China.</b>	Contact person (please select) :	<b>Qunli Chen</b>
Province :	<b>Zhejiang</b>	Contact's Email :	<b>sales@cnbesco.com</b>
City :	<b>Jinhua</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>NONE</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>www.cnbesco.com</b>
GPS coordinates :	<b>n/a</b>	Total turnover (in Euros) :	<b>23000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>1.00</b>
Industry :	<b>Accessories</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>400000 pcs per month</b>
Product Group :	<b>bathroom and kitchen utensiles</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Aluminum pots</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>351</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>227</b>	<b>124</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>22</b>	<b>17</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>209</b>	<b>109</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>227</b>	<b>124</b>	
Production based workers	<b>197</b>	<b>106</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**



<b>Performance Area 1 : Social Management System and Cascade Effect</b>	
1- Followup Audit [Audit Id - 77899] Audit Date: 17/04/2017 PA Score: D	Deadline date:17/04/2018
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>This was 1st follow up audit of 3rd cycle on Apr 17, 2017. Based on the satisfactory evidences, the main auditee partially respect this principle. Because: 这是第一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:</p> <p>1.1 - Previous finding (Apr 18, 2016): The auditee had set up some management procedures to implement the BSCI Code of Conduct, but not all policies were properly implemented, such as some workers did not wear PPE, overtime hours exceeded the statutory overtime hour limits, etc. Follow up Audit (Apr 17, 2017): Corrective action not taken: 企业建立了确保BSCI COC有效实施的管理制度,但是不是所有制度都得以有效实施,比如部分员工没有佩戴PPE,加班超出法规要求等。</p> <p>1.4 - Previous finding (Apr 18, 2016): The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order. E.g. workers overtime exceeded the statutory overtime hour limits. Follow up Audit (Apr 17, 2017): Corrective action not taken: 工厂生产能力不能完全符合订单预期,如员工加班超出法规要求。</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 47184] Audit Date: 18/04/2016 PA Score: D	Deadline date:18/07/2016
<u>Good practices</u>	
NONE	
<u>Areas of improvement</u>	
<p>Based on satisfactory evidence, the main auditee partially respects this principle because: The facility had set up some management procedures to implement the BSCI Code of Conduct, but not all policies were properly implemented, such as some workers did not wear PPE, overtime hours exceeded the statutory overtime hour limits, etc. The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order. E.g. workers overtime exceeded the statutory overtime hour limits. 基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:企业建立了确保BSCI行为准则有效实施的管理制度,但是不是所有制度都得以有效实施,比如部分员工没有佩戴PPE,加班超出法规要求等。工厂生产能力不能完全符合订单预期,如员工加班超出法规要求。</p> <p>1.1 - The facility had set up some management procedures to implement the BSCI Code of Conduct, but not all policies were properly implemented, such as some workers did not wear PPE, overtime hours exceeded the statutory overtime hour limits, etc. It partially respects Performance area 1: Social Management System and Cascade Effect 1.1. 企业建立了确保BSCI COC有效实施的管理制度,但是不是所有制度都得以有效实施,比如部分员工没有佩戴PPE,加班超出法规要求等。这部分尊重绩效区域#1-社会责任管理体系及其级联效应1.1。</p> <p>1.4 - It was noted that the auditee's workforce capacity was not properly organized to meet the expectations of the delivery order. E.g. workers overtime exceeded the statutory overtime hour limits. This violated Performance Area 1: Social Management System and Cascade Effect 1.4. 1.4.工厂生产能力不能完全符合订单预期,如员工加班超出法规要求。根据执行领域1:社会管理体系和级联效应1.4。</p>	
<u>Remarks from Auditee</u>	
NONE	
<b>Performance Area 2 : Workers Involvement and Protection</b>	
1- Followup Audit [Audit Id - 77899] Audit Date: 17/04/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 47184] Audit Date: 18/04/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
NONE	
<u>Areas of improvement</u>	
<p>NONE NONE</p>	
<u>Remarks from Auditee</u>	
NONE	

<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
1- Followup Audit [Audit Id - 77899] Audit Date: 17/04/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 47184] Audit Date: 18/04/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
NONE	
<u>Areas of improvement</u>	
NONE NONE	
<u>Remarks from Auditee</u>	
NONE	
<b>Performance Area 4 : No Discrimination</b>	
1- Followup Audit [Audit Id - 77899] Audit Date: 17/04/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 47184] Audit Date: 18/04/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
NONE	
<u>Areas of improvement</u>	
NONE NONE	
<u>Remarks from Auditee</u>	
NONE	
<b>Performance Area 5 : Fair Remuneration</b>	
1- Followup Audit [Audit Id - 77899] Audit Date: 17/04/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 47184] Audit Date: 18/04/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
NONE	
<u>Areas of improvement</u>	
NONE NONE	
<u>Remarks from Auditee</u>	
NONE	

<b>Performance Area 6 : Decent Working Hours</b>	
1- Followup Audit [Audit Id - 77899] Audit Date: 17/04/2017 PA Score: D	Deadline date:17/04/2018
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>This was 1st follow up audit of 3rd cycle on Apr 17, 2017. Based on the satisfactory evidences, the main auditee partially respect this principle.                      Because:                      这是第一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:</p>	
6.2 -	<p>Previous finding (Apr 18, 2016): According to the attendance records of 8 sampled workers in March 2016, 8 sampled workers in December 2015 and 8 sampled workers in May 2015, it was noted that 8 out of 8 sampled workers in March 2016 worked 58 hours overtime a month, 8 out of 8 sampled workers in December 2015 worked 60 hours overtime a month, 8 out of 8 sampled workers in May 2015 worked 66 hours overtime a month, which exceeded the statutory overtime hour limits of 36 hours a month. (The PRC Labor Law article 41) Follow up Audit (Apr 17, 2017): Corrective action not taken: Based on 30 sample workers' attendance records, 10 selected from Mar 2017, 10 selected from Dec 2016 and 10 selected from Oct 2016, it was noted that the maximum overtime working hours of randomly selected workers were 78 hours in Mar 2017, 84 hours in Dec 2016 2016 and 88 hours in Oct 2016, which exceeded legal overtime limit: 36 hours/month.                      根据抽样, 2017年3月最高月加班时间为78小时, 2016年12月最高月加班时间为84小时, 2016年10月最高月加班时间为88小时, 超过法律规定的36小时。</p>
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 47184] Audit Date: 18/04/2016 PA Score: D	Deadline date:18/07/2016
<u>Good practices</u>	
NONE	
<u>Areas of improvement</u>	
<p>Based on satisfactory evidence, the main auditee partially respects this principle because: According to the attendance records of 8 sampled workers in March 2016, 8 sampled workers in December 2015 and 8 sampled workers in May 2015, it was noted that 8 out of 8 sampled workers in March 2016 worked 58 hours overtime a month, 8 out of 8 sampled workers in December 2015 worked 60 hours overtime a month, 8 out of 8 sampled workers in May 2015 worked 66 hours overtime a month, which exceeded the statutory overtime hour limits of 36 hours a month.                      基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是: 6.2根据抽样的2016年3月8名工人, 2015年12月8名工人和2015年5月8名工人的考勤记录, 2016年3月8/8名工人月加班58小时, 2015年12月8/8名工人月加班60小时, 2015年5月8/8名工人月加班66小时, 超过了法定标准的36小时的月加班时间限制。</p>	
6.2 -	<p>According to the attendance records of 8 sampled workers in March 2016, 8 sampled workers in December 2015 and 8 sampled workers in May 2015, it was noted that 8 out of 8 sampled workers in March 2016 worked 58 hours overtime a month, 8 out of 8 sampled workers in December 2015 worked 60 hours overtime a month, 8 out of 8 sampled workers in May 2015 worked 66 hours overtime a month, which exceeded the statutory overtime hour limits of 36 hours a month. In accordance with Article 41 of the Labor Law of the PRC, after consultation with the trade union and employees, the employer may extend working hours due to its production or business needs, but the extended working hours shall not generally exceed one hour a day; in special circumstances that require an extension of working hours, the extended working hours shall not exceed 3 hours a day and 36 hours a month on condition that the health of employees is guaranteed.                      6.2根据抽样的2016年3月8名工人, 2015年12月8名工人和2015年5月8名工人的考勤记录, 2016年3月8/8名工人月加班58小时, 2015年12月8/8名工人月加班60小时, 2015年5月8/8名工人月加班66小时, 超过了法定标准的36小时的限制。根据《中华人民共和国劳动法》第41条:用人单位由于生产经营需要,经与工会和劳动者协商后可以延长工作时间,一般每日不得超过一小时;因特殊原因需要延长工作时间的,在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时,但是每月不得超过三十六小时。</p>
<b>Remarks from Auditee</b>	
NONE	



<b>Performance Area 7 : Occupational Health and Safety</b>	
1- Followup Audit [Audit Id - 77899] Audit Date: 17/04/2017 PA Score: B	Deadline date:17/04/2018
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>This was 1st follow up audit of 3rd cycle on Apr 17, 2017. Based on the satisfactory evidences, the main auditee partially respect this principle. Because: 这是第一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:</p> <p>7.7 - New finding: The auditee did not provide MSDS for the chemical used in the facility such as oil paint. 工厂没有给化学品设置MSDS例如油漆。</p> <p>7.9 - Previous finding (Apr 18, 2016): It was noted that 3 out of 18 workers working in CNC workshop were not equipped with goggles. (Article 42 of Law of the People's Republic of China on Production Safety) Follow up Audit (Apr 17, 2017): Corrective action taken: All workers working in CNC workshop were equipped with goggles. 工厂数控车间所有工人都佩戴了防护眼镜。</p> <p>7.13 - Previous finding (Apr 18, 2016): It was noted that 1 electricity control box in the painting workshop was not posted with warning sign.( Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008) Follow up Audit (Apr 17, 2017): Corrective action taken: All electricity control boxes were posted with warning sign. 所有电箱张贴了用电警示标志。</p> <p>7.16 - Previous finding (Apr 18, 2016): It was noted that no emergency evacuation plan was posted in the polishing workshop. (Article 16 of the Fire Control Law of the People's Republic of China) Follow up Audit (Apr 17, 2017): Corrective action not taken: The emergency evacuation plan was posted in the polishing workshop. 工厂打磨车间张贴了逃生示意图。</p> <p>7.21 - New finding: The food samples from canteen were not retained for 48 hours. 工厂餐厅的食品没有留样48小时。</p> <p>7.22 - New finding: It was noted that the sanitation and hygiene of toilets was not maintained satisfactorily, no basic supplies, such as toilet paper or soap, were not available in the toilets. 厕所的卫生条件差,没有提供基本备品如厕纸肥皂。</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 47184] Audit Date: 18/04/2016 PA Score: A	Deadline date:18/07/2016
<b>Good practices</b>	
NONE	
<b>Areas of improvement</b>	
<p>Based on satisfactory evidence, the main auditee partially respects this principle because: 3 out of 18 workers working in CNC workshop were not equipped with goggles. 1 electricity control box in the painting workshop was not posted with warning sign. No emergency evacuation plan was posted in the polishing workshop. 基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是: 数控车间3/18名工人没有佩戴防护眼镜。工厂喷涂车间1个电箱没有张贴用电警示标志。工厂打磨车间没有张贴逃生示意图。</p> <p>7.9 - It was noted that 3 out of 18 workers working in CNC workshop were not equipped with goggles. In accordance with Article 42 of Law of the People's Republic of China on Production Safety, business entities must provide their employees with labor protection products meeting the national or industry standards, and supervise and educate their employees on wearing or using such products in accordance with the rules of use. 7.9工厂数控车间3/18名工人没有佩戴防护眼镜。根据《中华人民共和国安全生产法》第42条:生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品,并监督、教育从业人员按照使用规则佩戴、使用。</p> <p>7.13 - It was noted that 1 electricity control box in the painting workshop was not posted with warning sign. In accordance with Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008, the electric shock warning sign should be marked on electricity devices and circuit where electric shock may happen. 7.13工厂喷涂车间1个电箱没有张贴用电警示标志。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7,当心触电警示标志应安装在有可能发生触电危险的电器设备和线路,如:配电室、开关等。</p> <p>7.16 - It was noted that no emergency evacuation plan was posted in the polishing workshop. In accordance with Article 16 of the Fire Control Law of the People's Republic of China, Organs, groups, enterprises and institutions, etc. shall fulfill the following duties on fire control: 1. Carry out fire control safety responsibility system, formulate fire control safety regulations and fire control safety operation procedures and formulate preproposal on fire control and emergency evacuation. 7.16工厂打磨车间没有张贴逃生示意图。根据《中华人民共和国消防法》第16条:机关、团体、企业、事业等单位应当履行下列消防安全职责:(一)落实消防安全责任制,制定本单位的消防安全制度、消防安全操作规程,制定灭火和应急疏散预案。</p>	
<b>Remarks from Auditee</b>	
NONE	

<b>Performance Area 8 : No Child Labour</b>	
1- Followup Audit [Audit Id - 77899] Audit Date: 17/04/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 47184] Audit Date: 18/04/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
NONE	
<u>Areas of improvement</u>	
NONE NONE	
<u>Remarks from Auditee</u>	
NONE	
<b>Performance Area 9 : Special protection for young workers</b>	
1- Followup Audit [Audit Id - 77899] Audit Date: 17/04/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 47184] Audit Date: 18/04/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
NONE	
<u>Areas of improvement</u>	
NONE NONE	
<u>Remarks from Auditee</u>	
NONE	
<b>Performance Area 10 : No Precarious Employment</b>	
1- Followup Audit [Audit Id - 77899] Audit Date: 17/04/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 47184] Audit Date: 18/04/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
NONE	
<u>Areas of improvement</u>	
NONE NONE	
<u>Remarks from Auditee</u>	
NONE	

<b>Performance Area 11 : No Bonded Labour</b>	
1- Followup Audit [Audit Id - 77899] Audit Date: 17/04/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 47184] Audit Date: 18/04/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
NONE	
<u>Areas of improvement</u>	
NONE NONE	
<u>Remarks from Auditee</u>	
NONE	
<b>Performance Area 12 : Protection of the Environment</b>	
1- Followup Audit [Audit Id - 77899] Audit Date: 17/04/2017 PA Score: B	Deadline date:17/04/2018
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>This was 1st follow up audit of 3rd cycle on Apr 17, 2017. Based on the satisfactory evidences, the main auditee partially respect this principle. Because: 这是第一次跟进审核。基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:</p> <p><b>12.3 -</b> Previous finding (Apr 18, 2016): It was noted that the factory did not work out the approval document for on-site inspection and acceptance of completed environmental protection facilities.(Article 9 of the Regulations on Environmental Protection Check and Acceptance for Completed Construction Project) Follow up Audit (Apr 17, 2017): Corrective action not taken: 工厂没有办理环保竣工验收报告。</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 47184] Audit Date: 18/04/2016 PA Score: B	Deadline date:18/07/2016
<u>Good practices</u>	
NONE	
<u>Areas of improvement</u>	
<p>Based on satisfactory evidence, the main auditee partially reBased on satisfactory evidence, the main auditee partially respects this principle because: The factory did not work out the approval document for on-site inspection and acceptance of completed environmental protection facilities. 基于令人满意的证据,被审核方部分尊重BSCI的本条原则,原因是:工厂没有办理环保竣工验收报告。</p> <p><b>12.3 -</b> It was noted that the factory did not work out the approval document for on-site inspection and acceptance of completed environmental protection facilities. In accordance with Article 9 of the Regulations on Environmental Protection Check and Acceptance for Completed Construction Project, after the completion of a construction project, the construction unit shall apply for environmental protection check and acceptance for the project from the competent administrative department of environmental protection. 12.3工厂没有办理环保竣工验收报告。根据《建设项目竣工环境保护验收管理办法》第9条:建设项目竣工后,建设单位应当向有审批权的环境保护行政主管部门,申请该建设项目竣工环境保护验收。</p>	
<u>Remarks from Auditee</u>	
NONE	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
1- Followup Audit [Audit Id - 77899] Audit Date: 17/04/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 47184] Audit Date: 18/04/2016 PA Score: A	Deadline date:
<u>Good practices</u>	
NONE	
<u>Areas of improvement</u>	
NONE NONE	
<u>Remarks from Auditee</u>	
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	17/04/2017	77899	D	A	A	A	A	D	B	A	A	A	A	B	A	C
Full Audit	18/04/2016	47184	D	A	A	A	A	D	A	A	A	A	A	B	A	C

**Producer Photos**



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



Photo of fire safety equipment  
43 Fire alarm.JPG



Photo of the inside of the main production hall  
96 auto painting.JPG



External photo(s) of the production unit(s)  
12 The producer name.JPG



Photo of fire safety equipment  
44 Exit sign and Emergency light.JPG



Photo of the inside of the main production hall  
97 CNC workshop.JPG



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



Photo of fire safety equipment  
45 Evacuation Plan.JPG



Photo of the inside of the main production hall  
97 packing.JPG



External photo(s) of the production unit(s)  
14 Factory Street and House Number.JPG



Photo of the canteen (if applicable)  
81 Canteen.JPG



Photo of the inside of the main production hall  
97 warehouse.JPG



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

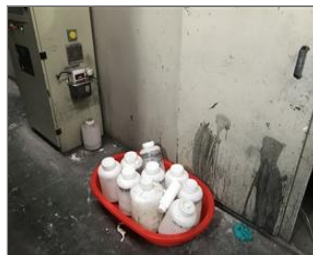


Photo of non-conformity  
51 NC - No MSDS for the chemical in painting workshop.JPG



Photo of the inside of the main production hall  
98 Attendance recorder.JPG



Photo first aid facilities  
21 First aid box in workshop.JPG

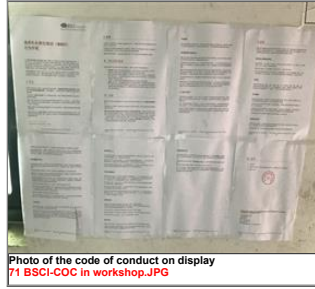


Photo of the code of conduct on display  
71 BSCI-COC in workshop.JPG



Photo of the inside of the main production hall  
99 Cargo lift.JPG



Photo first aid facilities  
22 Eye bath.JPG



Photo of the dormitories (if applicable)  
81 Dormitory building.JPG



Photo of the inside of the main production hall  
99 Forklift.JPG



Photo of chemical storage room (if applicable)  
81 chemical storage room.JPG



Photo of the dormitories (if applicable)  
82 Dormitory room.JPG



Photo of the inside of the main production hall  
99 Suggestion Box.JPG

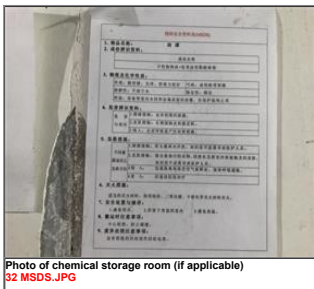


Photo of chemical storage room (if applicable)  
82 MSDS.JPG



Photo of the inside of the main production hall  
91 melting.JPG



Photo of the personal protection equipments (if applicable)  
111 PPE Signed.JPG



Photo of chemical storage room (if applicable)  
83 Chemical logo.JPG



Photo of the inside of the main production hall  
92 pressure casting.JPG

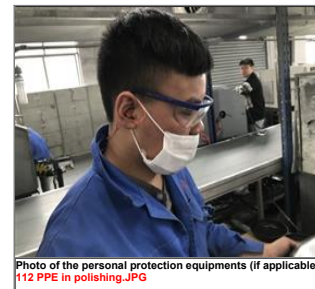


Photo of the personal protection equipments (if applicable)  
112 PPE in polishing.JPG



Photo of chemical storage room (if applicable)  
S4 Anti-leakage device for chemical.JPG



Photo of the inside of the main production hall  
S3 retapping.JPG



Photo of the sanitary facilities  
F31 Drinkable water.JPG



Photo of fire safety equipment  
41 Fire extinguishers.JPG



Photo of the inside of the main production hall  
S4 polishing.JPG

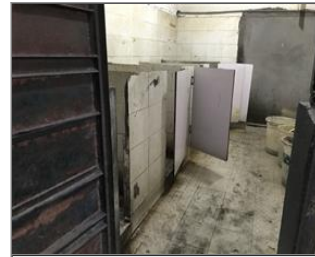


Photo of the sanitary facilities  
F32 toilet.JPG



Photo of fire safety equipment  
42 Fire hydrant.JPG



Photo of the inside of the main production hall  
S5 sand blasting.JPG