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Auditee :	<b>Get Bio Pak Co.,Ltd</b>
Audit Date From :	<b>20/03/2022</b>
Audit Date To :	<b>20/03/2022</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>TUEV SUD</b>
Auditor's Name(s) :	<b>Alison Gao(Lead)</b>
Auditing Branch (if applicable) :	<b>TUV SUD China</b>

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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 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 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 :	<b>Get Bio Pak Co.,Ltd</b>		
DBID number :	<b>388477</b>		
Audit ID :	<b>146224</b>		
Address :	<b>#2603-37,Yuniao Road,liangzhu Street,Hanghou,Zhejiang 310011</b>		
Province :	<b>Zhejiang</b>	Country :	<b>China</b>
Management Representative :	<b>Jianhua Wang</b>		
Contact person:	<b>Jianhua Wang</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Forestry, wood, pulp and paper</b>	Product group :	<b>Forestry derivates</b>
Product Type :	<b>Non-wood plant fiber fully degraded tableware.</b>		

**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 : 20/03/2022	

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	C	A	A	B	D	A	A	A	A	A	C	B

**Executive summary of audit report**

[Location and size]:  
The factory started their operation since on 19 December 2017; it was located at #2603-37, Yuniao Road, liangzhu Street, Hangzhou, Zhejiang 310011,. The business license number was: 91330212704848544D. The total construction area was about 21,000 Square Meters.

[Structure of facility]:  
Within the premises, the audited factory occupied two 1-storey production buildings used as canteen (no chef), office, warehouse and workshops. The factory provides dormitory or transportation for workers.  
The main business product was non-wood plant fiber uly degraded tableware, biodegradable paper cups.  
The production processes were incoming materials, mixing, molding and packing.  
Main equipment and production lines included: mixing machine, molding machine, etc.

[Employee analysis]:  
There were 129 employees working in the factory.  
Among them 127 were production employees, 2 non-production employee. All employees were permanent employees including 83 local workers and 16 migrant workers. And there were total 88 male employees and 41 female employees.

[Summary of working hour]:  
The factory recorded workers' working time by fingerprint attendance system, and provided attendance records from March 2018 to audit date for review; the months of December 2018, January 2019 and February 2019 were selected as primary samples. One shift was arranged for production workers and office workers, 08:00-11:30, 12:30-17:00. The factory arranged 2 overtime hours for workers working on weekdays and 8 overtime hours on Saturday sometimes, workers had right to choose working overtime or not. No overtime happened on Statutory holidays. There was no obvious peak season in the factory. No inconsistencies were found during this audit.

[Summary of compensation]:  
The factory provided payrolls from March 2018 to February 2019 for review; the months of December 2018, January 2019 and February 2019 were selected as primary samples. The factory paid workers by hourly rate. According to the payrolls, the minimum wage paid by factory was RMB12.07 per hour, which was higher than the legal standard RMB19.61 per hour. Sufficient overtime wage and holiday allowance was paid to all employees. No inconsistencies were found during this audit.

[Summary of interview]:  
Worker interview were conducted by individual and in group.  
Randomly selected 6 employees, no complaint was raised.

[Special scene during on site observed]:  
1. The following documents were not applicable or provided for the auditee:  
A. No agencies or contractor were used by the factory;  
B. No government waivers were provided by the factory;  
C. Currently, no collective bargaining existed in the factory;  
D. No records of rural pension insurance were provided by the factory;  
2. The factory only rented two 1-storey production buildings from "Hangzhou Qinyu Machinery Manufacturing Co Ltd", rest buildings were used by other factories as warehouse which were independent companies with the separated business licenses, management system and employees. The leasing agreements and Business Licenses were provided for review. There was no relationship between the audited factory and the rest buildings in the same compound. No management staff or worker was shared.



**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Get Bio Pak Co.,Ltd.</b>	Legal status :	<b>Ltd company</b>
Local Name :	<b>Get bio pak company limited有限公司</b>	Year in which the auditee was founded :	<b>2011</b>
Address :	<b>#2603-37,Yuniao Road,liangzhu Street,Hangzhou,Zhejiang 310011</b>	Contact person (please select) :	<b>Jianhua Wang</b>
Province :	<b>Zhejiang</b>	Contact's Email :	<b>2464993169@qq.com</b>
City :	<b>Hangzhou</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) :	
GPS coordinates :	<b>N: 29°48'40", E: 119°42'53"</b>	Total turnover (in Euros) :	<b>5000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>80.00</b>
Industry :	<b>Forestry, wood, pulp and paper</b>	Of which domestic market % :	<b>20.00</b>
If other, please specify :		Production volume :	<b>216 Tons per month</b>
Product Group :	<b>Forestry derivates</b>	Production cost calculation :	<b>No</b>
If other, please specify :		Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>Paper cup,Paper box,Paper bagNon-wood plant fiber fully degraded tableware.</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>129</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>88</b>	<b>41</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>2</b>	<b>4</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>14</b>	<b>22</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>72</b>	<b>21</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 - 146224] Audit Date: 20/03/2022 PA Score: D Deadline date:19/03/2026

**GOOD PRACTICES:**  
None

**AREAS OF IMPROVEMENT:**  
 The factory had set up completed policy and procedure on BSCI system and update the procedure periodically. Mr. Wang Jianhua/Vice General Manager was appointed as BSCI management representative and took whole charge of BSCI affairs in the factory. Based on interview, it was noted the BSCI management representative was familiar with the BSCI code. The factory also established policy with respect to the selection of its suppliers. The factory monitored the social performance of its supplier periodically, and relevant records were provided for review. The factory had conducted internal social performance audit and management review on 5 September 2018 respectively. However, gaps have been identified in implementation:  
 工厂建立了完整的BSCI政策和程序,并定期更新该程序。王建华/副总经理被任命为BSCI管理者代表,统筹整个工厂的BSCI事务。访谈显示,工厂BSCI管理者代表了解BSCI行为守则内容。工厂创建了供应商筛选程序。工厂有定期进行供应商社会责任评估,并提供了评估记录供查看。工厂分别在2018年9月5日进行社会责任内审及管理评审。但是在执行的过程当中还是存在以下差距:

**1.1 -** The factory had not yet established an effective management system to implement the BSCI Code of Conduct due to the findings mentioned in relevant performance areas.  
 当前审核在几个执行领域发现一些有待完善的地方,工厂尚未建立起执行BSCI行为准则的有效管理体系。

**1.4 -** The factory did not establish the procedures regarding cost calculation and production planning, and did not provide the cost calculation and production planning records for review. Furthermore, workers' monthly overtime hours exceeded 36 hours according to the finding of 6.2.  
 工厂没有建立成本核算及产能规划的程序,也未提供了关于劳动生产能力分析及生产计划的记录。另外,月加班时间超过了36小时,依据6.2的发现点。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 146224] Audit Date: 20/03/2022 PA Score: C Deadline date:19/03/2026

**GOOD PRACTICES:**  
None

**AREAS OF IMPROVEMENT:**  
 The factory had one workers' representative which was elected freely by workers, recent election day was in January 2019. The factory also organized trainings for all employees regarding worker's right and duty, health and safety, and factory rules. Moreover, grievance procedure was established in factory. The mechanism consisted of using suggestion boxes, workers' representatives or directly talk with management level. However, gaps have been identified in implementation:  
 工厂提供的记录显示有1名员工代表通过工人自由选举产生,最近一次选举日期是在2019年1月。工厂也给所有员工提供了有关员工的权利和义务,安全卫生以及工厂规章制度等培训。另外,工厂建立了申诉程序。员工可以通过意见箱、员工代表和直接一高层管理沟通的方式去提出申诉。但是在执行的过程当中还是存在以下差距:

**2.2 -** The factory did not define long-term goals to protect workers according to the BSCI Code of Conduct.  
 工厂未根据BSCI行为准则建立起长期目标以保护员工。

**2.5 -** It was noted that the factory had established its grievance mechanism, but the guidance of suggestion box was not posted onsite for worker reference and the factory did not conduct satisfaction survey on the grievance procedure.  
 工厂建立了申诉机制,但是意见箱的指引文件未在现场张贴供员工参阅,也没有进行申诉机制的满意度调查。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 146224] Audit Date: 20/03/2022 PA Score: A Deadline date:19/03/2026

**GOOD PRACTICES:**  
None

**AREAS OF IMPROVEMENT:**  
 It was noted that the factory had established policies to guarantee the rights of freedom of association and collective bargaining. Per the workers' and workers' representative's statement, they were not limited or other unfair treatment by the factory on forming, joining and voting for a legal worker organization and collective bargaining. The communication between workers and workers' representatives were not restricted per the interview. Currently, no collective bargaining existed in the factory.  
 工厂建立起了政策去保证自由结社和集体谈判的权利。根据员工和员工代表的陈述,工厂对于员工成立、参加和投票一个合法工人组织和集体谈判没有任何限制和其他的不公平对待。访谈显示员工与员工代表之间的沟通并无受限。当前厂内没有进行集体谈判事项。

**Remarks from Auditee:**





<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 146224] Audit Date: 20/03/2022 PA Score: A	Deadline date:19/03/2026
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory had established policies and procedures to identify forms of discrimination and ensure no discrimination on gender, religions, nationalities, etc. occurred. For example, the hiring procedure guaranteed that recruitment was only based on skills but not gender, nationalities, etc. The remuneration policy regulated that workers at the same position should receive equal payment, etc. Workers regularly received training to prevent discrimination of different forms and grievance mechanism was available to report any kind of discrimination and the factory promised to investigate per the non-discrimination policy. Currently no discrimination was reported. 工厂建立政策和程序去区分歧视的形式并确保没有基于性别、宗教信仰、名族等的歧视情况发生。譬如，招聘政策确保招聘只基于技能而不是性别、民族等；工资福利政策确保同工同酬原则等。根据政策，员工定期接受培训去防止不同形式的歧视并提供申诉机制给员工报告歧视情况，工厂承诺对此进行调查。当前并无员工汇报存在歧视的情况。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 146224] Audit Date: 20/03/2022 PA Score: B	Deadline date:19/03/2026
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Payroll records from March 2018 to February 2019 were provided for review. The minimum wage paid to the sampled employees was RMB12.07 per hour, which was higher than the local minimum wage standard (RMB1660 per month equal to RMB9.54 per hour) from December 1, 2017. The payment cycle was from 1st to the end of month and the wages were paid to employees before or on 15th every month by cash. The pay slip was provided to employees. Annual leave, sick leave, marriage leave, maternity leave and funeral leave were defined in employee handbook and provided for workers. However, gaps have been identified in implementation: 工厂提供了2018年3月至2019年2月的工资记录供审核。所抽取样本中，工厂支付给员工的最低工资是12.07元/小时，高于当地自2017年12月1日起的最低工资标准1660元/月等于9.54元/小时。工资计算周期是每月1日至月末，工资在下个月15日或之前以现金形式发放。工资条在发工资时提供给员工。并且，工厂在员工手册中规定了年假、病假、婚假、产假以及丧假。但是在执行的过程当中还是存在以下差距： 5.5 - Insufficient social insurance participated. There were total 49 employees of the factory, no retired employees, 6 newly employees within one month, no temporary employees and dispatched employees in the factory. The factory provided social insurance voucher of November 2018, December 2018 and January 2019 for review, but the factory only purchased unemployment insurance, retirement insurance, medical insurance, injury insurance, maternity insurance for 42 permanent employees per the social insurance voucher of January 2019. The percentage was about 97.7%. The factory purchased commercial accident insurance for all employees, 100% employees were covered by group commercial accident insurance. The validity period was from 3 August 2018 to 2 August 2019. Known from management interview and workers interview, the reason for workers not joining the social insurance was that they bought rural pension insurance at their hometown and could not repeat purchase social insurance. This violated Article 73 of the Labor Law of the People's Republic of China. 社会保险参保不足。工厂有49人，工厂没有退休工人，有6个新进工人，没有临时工人和派遣工人。工厂提供了2018年11月，2018年12月和2019年1月的社保记录供审核，但是2019年1月的社保记录显示工厂只为42个固定工人购买了失业保险，养老保险，医疗保险，工伤保险和生育保险。社保比率大约是97.7%。工厂给全体员工购买了团体商业意外险，团体商业意外险比率是100%。有效期间为2018年8月3日到2019年8月2日。通过管理层访谈和工人访谈，工人不参加社会保险的原因是他们在家乡购买了农村养老保险，不能再重复购买社会保险。	
<b>Remarks from Auditee:</b>	



<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 146224] Audit Date: 20/03/2022 PA Score: D	Deadline date:19/03/2026
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory had established Working Hour Management Procedure which defined that the normal working hour was 40 hours per week, 8 hours per day and 5 days per week. One shift was arranged for production and office workers: 08:00-11:30, 12:30-17:00. Overtime work was voluntarily chosen for workers and was normally arranged for 2 hours per workday and for 8 hours on Saturdays if needed. Time records from March 2018 to audit date were provided for review. Time records for 6 workers from different workshop were randomly selected for review. Fingerprint attendance system was accessed. Maximum 2 hours overtime per day, 14 hours overtime per week and 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily. Employees were paid 150%, 200%, 300% of normal rate for overtime at weekdays, weekends, and statutory holidays respectively, no overtime was conducted on Statutory holidays, and 100% of normal rate was compensated for them. However, gaps have been identified in implementation:                  工厂制定了工作时间管理程序,文件规定公司实行正常工作时间是每周40小时,每天8小时,每星期上班5天。工厂为生产和办公室安排了一个班次,08:00-11:30,12:30-17:00。加班时自愿的,如果需要正常工作日的加班为每天2小时,周六8小时加班。工厂提供了2018年3月到审核当天的考勤记录。随机抽查了6名不同车间工人的考勤。工厂用指纹考勤处理系统记录员工的考勤。员工每天最多加班2小时,每周最多加班14小时,6天连续工作后休息1天。在员工访谈时,工人们反映他们加班是自愿的。平时加班费以正常工资的150%支付,周末加班支付200%,法定节假日支付300%的工资。当前没有法定节假日加班,支付了100%的正常工资。但是在执行的过程当中还是存在以下差距:</p> <p><b>6.2 -</b> Workers' monthly overtime hours exceeded legal requirement. The factory provided workers' attendance records from March 2018 to audit date and payroll records from March 2018 to February 2019 for review, from which 6 workers' attendance records and payroll records of December 2018, January 2019 and February 2019 were sampled for review, based on which it was noted that all sampled workers' monthly overtime hours exceeded 36 hours in December 2018 and January 2019, and were up to 60 hours and 52 hours. This violated Article 41 of Labor Law of the People's Republic of China.                  工人的月加班超过法律要求。工厂提供了工人2018年3月至审核当天的考勤记录以及2018年3月至2019年2月的工资记录,根据从中抽取的6名工人2018年12月,2019年1月和2019年2月的考勤及工资记录,发现所有抽样工人的月加班在2018年12月,2019年1月都超过了36小时,最大分别达到60小时,52小时。</p>	
<b>Remarks from Auditee:</b>	

**Performance Area 7 : Occupational Health and Safety**

Full Audit [Audit Id - 146224] Audit Date: 20/03/2022 PA Score: A

Deadline date:19/09/2026

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The factory had established an effective system regarding health and safety and appointed one senior manager named Mr. Wang Jianhua/Vice General Manager to be responsible for the health and safety affairs. Satisfactory evidences had shown that the factory appointed specialized management staff to take charge of the OHS affair and provided periodical health and safety training to workers such as medical emergency treatment, PPE training, machine operation training and etc. The factory had conducted internal risk of health and safety. The factory installed enough fire extinguishers, fire hydrant, fire alarm, exit signs and emergency lights in the workshops. All these facilities of fire safety were checked every month. Emergency light, fire hydrant and fire alarm were effective during testing on-site. The PPE warning signs were posted in workshops, appropriate PPEs such as earplugs were freely provided to relevant workers, all workers properly wear PPEs when working. The factory set up and posted the emergency procedure in the workshop. The first aid box was also available in every workshop and 2 qualified first aiders were available in the workshop. Moreover, clean potable water and sufficient toilets were provided for workers. Remark: 1. The factory currently did not provide transportation to the workers. 2. The factory currently did not provide dormitory to the workers. However, gaps have been identified in implementation:

工厂建立了有效的员工健康和安全体系，并任命一位高级管理人员王建华/副总经理负责健康和安全事务。充分证据表明工厂委任管理层代表负责健康安全事宜并定期给员工举行关于健康安全的培训，比如医疗救护培训、个人防护用品培训、机器设备操作培训等。工厂有进行内部健康安全风险评估。工厂安装了足够的灭火器、消防栓、消防警铃、安全出口标识、应急灯等，并且工厂的健康安全负责人每月都会进行检查。经过现场测试，应急灯、消防栓和消防警铃都是有效的。PPE标示张贴在了车间，合适的劳保用品比耳塞已经免费提供给相关工人，所有工人在工作时都有正确佩戴劳保用品。工厂制定并张贴了急救政策。工厂给每个车间配备了药箱，而且工厂内有2个培训资质急救员。另外，工厂也提供了干净的饮用水和充足的洗手间给员工。备注：1. 工厂目前没有给员工提供交通工具；2. 工厂目前没有给员工提供宿舍。但是在执行的过程当中还是存在以下差距：

- 7.1 - The factory observed part of applicable OHS regulations such as the regulations on personal protective equipment, fire safety, first aid etc. However, the factory was not fully in line with the BSCI standards and specifications on occupational health and safety relevant for its activities, and their representatives were not involved in the drafting of occupational health and safety procedures.  
工厂部分遵守了适用的职业健康安全规定如关于劳保用品、消防安全、急救等方面的规定。但是，工厂未完全符合BSCI标准和规范关于适用的职业健康安全方面的规定，工人代表未参与到职业健康安全程序的起草。
- 7.3 - 1. It was noted that the factory didn't conduct the testing of occupational hazard factors such as noise in molding workstation and packing workstation. This violated Provisions on the Supervision and Administration of Workplace Occupational Health Article 20; 2. It was noted that the factory didn't provide occupational health examination to workers who were engaged in work with noise in molding workstation and packing workstation. This violated PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2017), Article 35.  
1. 工厂没有对成型岗位和包装岗位的职业危害因素如噪声进行检测；2. 工厂没有为成型岗位和包装岗位受噪声影响的员工提供了职业健康体检。
- 7.7 - The factory provided MSDS and eye washer for chemicals operator. However, it was noted that no secondary container was prepared for the storage of all chemicals. This violated Regulation for Safety of Dangerous Chemical, Article 20.  
工厂提供了物质安全资料表和洗眼器给化学品操作人员使用。但是，审核发现储存区域所有化学品没有使用二次容器存储。
- 7.9 - The factory didn't post occupation hazard notification card in molding workstation and packing workstation. This violated Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 24.  
工厂在成型岗位和包装岗位没有张贴职业危害告知卡。
- 7.17 - The factory maintained machines regularly and special appliance was registered and inspected as per local law. However, no safety latch was installed for the hook of the hoist in mix workshop. This violated General Rules of Design on Health and Safety of Production Factory (GB 5083-1999), Article 6.1.2.  
工厂有对机器设备定期进行保养，特种设备有按照法规进行登记和检验。但是，碎解车间使用的吊车的挂钩没有安装安全门。

**Remarks from Auditee:**

**Performance Area 8 : No Child Labour**

Full Audit [Audit Id - 146224] Audit Date: 20/03/2022 PA Score: A

Deadline date:19/09/2026

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The factory established its child labor forbidden policy and remedial policies. HR related officer was well of the recruitment process including robust age-verification mechanisms, they would check the ID strictly during the hiring process to ensure that no child labor was hired. Through management interview, workers' representative interview and employee interview, all of them knew the child labor forbidden policy. No child labor was hired in the factory with confirmation.

工厂建立了禁止使用童工政策和童工补救措施。负责招聘的相关HR人员清楚关于年龄识别的雇佣流程，通过身份证件核查每名员工的年龄确保童工不被录用。通过管理层面谈，员工代表面谈和员工面谈，都知晓禁止童工政策。经核查确定工厂没有雇佣童工。

**Remarks from Auditee:**

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 146224] Audit Date: 20/03/2022 PA Score: A	Deadline date:19/09/2026
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory had set up the social policy and procedures on young workers' protection. A procedure regarding working conditions of young workers was also established to handle young worker issue and minimize the risks. Risk assessment that described the processes and areas of work where young workers could not be involved was conducted. Currently no young worker was hired in the factory and the youngest worker in the factory was 22 years old. 工厂建立了有关未成年工保护的 <span>社会责任政策和程序</span> 。建立了针对未成年工工作条件的程序去处理未成年工事项和降低风险。进行了描述有未成年工不能从事的工序和工作区域的风险评估。当前并无未成年工在工厂内，年纪最小的员工年龄为22周岁。	
<b>Remarks from Auditee:</b>	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 146224] Audit Date: 20/03/2022 PA Score: A	Deadline date:19/03/2026
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory had established a policy and procedure based on BSCI standards and local law requirements to protect employment relationship. All hired workers had signed labor contracts within one month with the audited factory and a copy of labor contracts was provided to workers. The contents on labor contracts were fully in compliance with local law on working hour, payments, working condition protection, etc. There was no evidence to show the factory tried any unfair employment method to reduce its obligations. However, gaps have been identified in implementation: 工厂基于BSCI的标准和当地法规要求建立了包含雇佣关系的政策和程序。所有雇佣的员工都会与所审核的工厂在一个月内签订劳动合同并且会留一份劳动合同副本给员工。劳动合同的内容，如工时、工资、工作条件等均完全符合当地法律。没有任何证据显示工厂是通过不公平的雇佣方式去减少其义务。但是在执行的过程当中还是存在以下差距： 10.1 - It was noted that labor contracts were signed between the factory and all workers. However, no precarious employment requirement was not adequately fulfilled since not all workers were covered by social insurance. Details please refer to PA5. 工厂与所有员工签订了劳动合同。但是由于工厂没有给所有员工购买社保，无不稳定就业的要求没有完全达到。详情请参考PA5。	
<b>Remarks from Auditee:</b>	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 146224] Audit Date: 20/03/2022 PA Score: A	Deadline date:19/09/2026
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory had established a policy and procedures based on BSCI standards and local law requirements to identify and prevent bonded labor. Training regarding identifying and reporting bonded labor was also provided to workers periodically. There was no any form of bonded labor observed or reported during the audit. 工厂基于BSCI的标准和当地法规要求建立了识别和防止强迫劳工的政策和程序。工厂也定期给员工提供强迫劳工的识别与报告 <span>抵押劳工</span> 的培训。在本次审核中没有发现或者存在报告强迫劳工的情况。	
<b>Remarks from Auditee:</b>	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 146224] Audit Date: 20/03/2022 PA Score: C	Deadline date:19/09/2026
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory established a policy based on BSCI standards and local law requirements to identify and reduce the impacts of its activities to the environment. The factory obtained the registration form of environmental impact. Training regarding environment protection was provided to workers. The factory also had collected local environmental law and was regularly updated. However, gaps have been identified in implementation: 工厂基于BSCI的标准和当地法规要求建立了识别和减少其生产活动对于环境的影响的政策。工厂获得了环境影响登记表。针对环境保护的培训也有提供给员工。工厂也收集环境方面的法律法规并定期更新。但是在执行的过程当中还是存在以下差距:	
<p><b>12.1 -</b> The factory obtained the registration form of environmental impact, but the factory did not conduct environmental factors inspection such as waste air and boundary noise in the past one year. This violated Measures for the Administration of Environmental Surveillance Article 21. 工厂取得了环境影响登记表, 但是工厂在过去一年中没有进行环境因素检测(如废气和厂界噪声)。</p> <p><b>12.3 -</b> The factory obtained the registration form of environmental impact, but did not obtain the final acceptance of completion of environmental projects. This violated PRC Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17. 工厂取得了环境影响登记表, 但是未能获得环境项目竣工验收报告。</p> <p><b>12.4 -</b> It was noted that hazardous wastes such as waste chemicals and waste chemical containers were not transferred to qualified unit. This violated PRC Law of Prevention and Treatment of Environmental Pollution by Solid Wastes, Article 57. 工厂的危险废物如废化学品和化学品空桶没有交给有资质单位处置。</p>	
<b>Remarks from Auditee:</b>	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 146224] Audit Date: 20/03/2022 PA Score: B	Deadline date:19/09/2026
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory established business ethical and integrity policy and procedure, and communicated to all workers by training. The factory provided correct data and information during this audit. Channels to report unethical behaves were also established. However, gaps have been identified in implementation: 工厂建立了商业道德和诚信的政策及程序, 并且通过培训沟通给员工。本次审核, 工厂提供了准确的记录和信息。举报不道德的行为渠道也已经建立。但是在执行的过程当中还是存在以下差距:	
<p><b>13.4 -</b> The factory did not establish the policy and procedures regarding how to collect and process personal data with respect for the individuals' fundamental rights (particularly the right to privacy) and the management also was not aware of this requirement. 工厂没有建立关于尊重个人基本权利的情况下(尤其是隐私权)如何收集和处理个人信息的方针和程序, 管理层也未意识到相关的要求。</p>	
<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	20/03/2022	146224	D	C	A	A	B	D	A	A	A	A	A	C	B	C

Producer Photos



External photo(s) of the production unit(s)  
Detail factory address.JPG

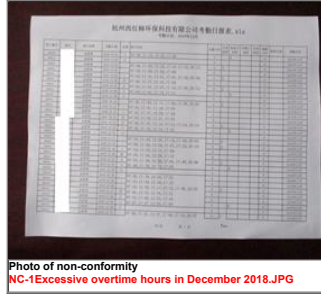


Photo of non-conformity  
NC-1 Excessive overtime hours in December 2018.JPG

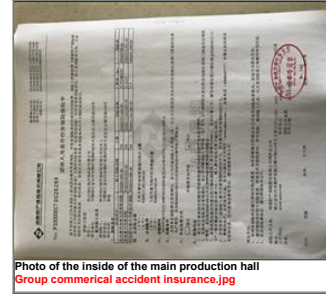


Photo of the inside of the main production hall  
Group commercial accident insurance.jpg



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



Photo of non-conformity  
NC-2 Excessive overtime hours in December 2018.JPG



Photo of the inside of the main production hall  
Mixing workshop.JPG



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



Photo of non-conformity  
NC-3 Excessive overtime hours in January 2019.JPG



Photo of the inside of the main production hall  
Molding workshop.JPG



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

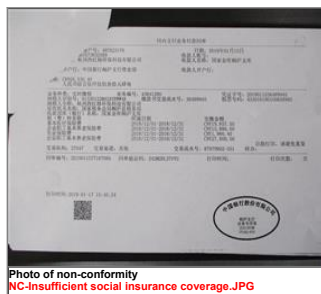


Photo of non-conformity  
NC-Insufficient social insurance coverage.JPG



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



Photo first aid facilities  
First aid box.JPG



Photo of non-conformity  
NC-No safety latch for the hoist.JPG



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





Photo of fire safety equipment  
Building structure safety certificate.JPG



Photo of non-conformity  
NC-No secondary container for the storage of chemicals.JPG



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



Photo of fire safety equipment  
Evacuation exit sign.JPG



Photo of the canteen (if applicable)  
Canteen.JPG



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



Photo of fire safety equipment  
Fire alarm and exit sign and emergency light.JPG



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

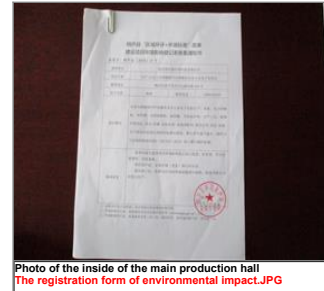


Photo of the inside of the main production hall  
The registration form of environmental impact.JPG



Photo of fire safety equipment  
Fire alarm testing.JPG



Photo of the inside of the main production hall  
Drinking water.JPG



Photo of the inside of the main production hall  
Warning sign.JPG



Photo of fire safety equipment  
Fire alarm.JPG



Photo of the inside of the main production hall  
Fingerprint attendance system.JPG



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



