
Auditee :	HuiZhou JingHao Medical Technology Co., Ltd.
Audit Date From :	08/04/2018
Audit Date To :	09/04/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV NORD GROUP
Auditor's Name(s) :	Johnson Liu(Lead)
Auditing Branch (if applicable) :	



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 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 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>
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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 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 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 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 :	HuiZhou JingHao Medical Technology Co., Ltd.		
DBID number :	378510		
Audit ID :	120455		
Address :	FLOOR 6, HUICHENG INDUSTRY BUILDING, NO.9, HUIFENG DONG'ER ROAD, ZHONGKAI HIGH-TECH ZONE, HuiZhou		
Province :	Guangdong	Country :	China
Management Representative :	Ms.Wang Wei		
Contact person:	Wei Wang	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Home appliances
Product Type :	hearing aid, nebulizer, air mattress		

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
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 : 09/04/2019

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	A	A	A	A	A	B	A

Executive summary of audit report

This was full audit authorized by BSCI Member.

[Location and size]:
HUIZHOU JINGHAO MEDICAL TECHNOLOGY CO.,LTD. (惠州市锦好医疗科技股份有限公司) was founded in August 2011, which located at FLOOR 6, HUICHENG INDUSTRY BUILDING, NO.9, HUIFENG DONG'ER ROAD, ZHONGKAI HIGH-TECH ZONE, HUIZHOU, GUANGDONG, CHINA (广东省惠州市仲恺高新区惠风东二路9号惠成工业大厦6楼).

The factory only occupied the 6th floor of Huicheng Industry Building as production floor, office and warehouse. No dormitory or canteen was available. The total construction area is around 3800 square meters.

The factory provided rental agreement for review, which matched its actual operation.

The main products manufactured by the auditee are hearing aid, nebulizer, air mattress.

The main process covered assembly (including soldering process), Inspection and Packing.

[Employee analysis]:
There were 96 employees working in the factory. All employees were permanent employees.
All workers were above 18 years old.

[Summary of working hours]:
Factory used fingerprinting attendance system to record working time.
Factory provided the working time records from March 2017 to audit date for review.

[Summary of compensation]:
The local minimum wages was RMB1350 per month May 2015.
The factory provided payrolls from March 2017 to February 2018 review. Workers were paid around 15th day by cash. The basic wage was more than RMB1600 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 company didn't participate social insurance for 100% employees. There were 96 employees, but only 80% of employees had participated in unemployment, child-bearing, injury, medical and retirement insurances. In addition, the company purchased commercial insurance for 45 employees from 13 July 2017 to 12 July 2018 from PINGAN Life Insurance Company Limited.

[Summary of Interview]:
Worker interviews were conducted individually and in group.
Randomly selected 12 employees, no complaint was raised.

[Special scene during on site observed]:
None

Remark: The factory had changed its business name from Huizhou Jinghao Electronics Co., Ltd. to HUIZHOU JINGHAO MEDICAL TECHNOLOGY CO.,LTD., since March 2018, the business scope covered medical products, however the factory didn't update its factory name accordingly, hence the old factory name remained on the building.

Ratings Summary



Auditee's background information			
Auditee's name :	HuiZhou JingHao Medical Technology Co., Ltd.	Legal status :	Joint Venture
Local Name :	惠州市锦好医疗科技股份有限公司 91441300581432767X	Year in which the auditee was founded :	2011
Address :	FLOOR 6, HUICHENG INDUSTRY BUILDING, NO.9, HUIFENG DONG'ER ROAD, ZHONGKAI HIGH-TECH ZONE,	Contact person (please select) :	Wei Wang
Province :	Guangdong	Contact's Email :	wendy@jinghao.cc
City :	HuiZhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	www.jinghao.cc
GPS coordinates :	23°1'21.89" N, 114°21'42.08"E	Total turnover (in Euros) :	7749335.00
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 :	1200000pcs per year
Product Group :	Home appliances	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	hearing aid, nebulizer, air mattress		

Auditee's employment structure at the time of the audit			
Total number of workers :	96	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	38	58	
Temporary workers	0	0	
In management positions	3	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	33	49	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	38	58	
Production based workers	35	56	
With shifts at night	0	0	
Unionised	6	3	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 120455] Audit Date: 08/04/2018 PA Score: D

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, the auditee had appointed Ms.Wang Wei/HR Manager as management representative to ensure the BSCI program are followed in satisfactory manner. And the BSCI Code of Conduct had been posted on site for employees' knowledge. The producer had established a qualified suppliers list. They required all suppliers to sign a commitment regarding social responsibility. For main suppliers, they conducted on-site assessment to evaluate their performance and the relevant report and corrective action were kept for tracking. However, based on satisfactory evidence, the main auditee did not respect this principle.

根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有任命王伟女士/人事经理为公司管理层代表来确保BSCI项目执行情况。现场有张贴BSCI行为准则, 方便员工了解。受审核方建立了一份合格供应商名单。他们要求所有的供应商签一份社会责任承诺书。对于主要的供应商, 他们会进行现场评估其供应商的表现, 并保存相关的报告及整改资料以便跟进。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。

1.1 - The company had established social accountability management system according to BSCI requirement, but there were insufficient performance in the below areas such working hours, social benefits and health & safety etc.
工厂虽然依照BSCI要求建立社会责任管理体系, 但是在以下区域如工作时间, 社会福利, 健康安全等方面没有完全执行到位。

1.4 - The company didn't have a good capacity planning to meet the expectations of the delivery order led to workers had excessive overtime work in past 12 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员工在过去12个月有超时加班。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 120455] Audit Date: 08/04/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, the auditee had established the management procedure to ensure the workers involvement and information exchange on workplace issue. The auditee established annual training plan to provide training to employees to know their right and responsibility. However, based on satisfactory evidence, the main auditee didn't respected this principle.

根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立程序来选举员工代表, 确保员工的参与及在工作问题上的交流。受审核方制定了年度的培训计划, 提供培训让员工了解自己的权利与职责。但是, 基于令人满意的证据, 主要受审核方没有完全尊重这个原则。

2.2 - The auditee didn't define long term goals to protect workers according to the BSCI values and principles or its BSCI performance, including how to reduce overtime hours and improvements of social insurance compliance.
被审核方没有根据BSCI使命或愿意或其BSCI表现去定义长期的目标去保护员工, 比如降低加班时间和提高社保参保等。

Remarks from Auditee:

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

Full Audit [Audit Id - 120455] Audit Date: 08/04/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on site observation, management and workers' interview and document review, there is one labor union under supervision of Zhongkai Trade Union. In addition, but there was three employee representative voted by all employees in the auditee. Current three employee representatives were voted by all employees in August 2017. The last meeting between employee representatives and management was conducted on 15 January 2018. Employees could raise their concerns through suggestion box, employee representative or management directly. Based on satisfactory evidence, the main auditee respected this principle.

根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有成立工会, 接受仲恺工会的管理, 另外由所有员工选举的员工代表。本届3名员工代表于2017年8月由所有员工选举产生。员工代表与管理层最近一次会议是2018年1月15日召开。员工可以通过意见箱、工人代表, 或直接向管理层表达自己的意见。基于令人满意的证据, 主要受审核方尊重这个原则。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 120455] Audit Date: 08/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Through documents review (such as personnel files, labor contracts, payroll records, attendance records and resignation records), management interview and works interview, no evidence showed that discrimination existed in the company. Based on satisfactory evidence, the main auditee respected this principle.</p> <p>通过文件审核(如人事档案、劳动合同、工资表、考勤记录及辞工记录)、管理层访谈、员工访谈,未发现歧视。基于令人满意的证据,主要受审核方尊重这个原则。</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 120455] Audit Date: 08/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Based on site observation, management and workers' interview and document review, employees were paid no less than RMB1600 per month, which was higher than local minimum wage (RMB1350 per month since May 2015), the company paid 150%, 200% and 300% of normal rate wages for overtime hours on normal working days, rest days and official public holidays respectively. Through labour contracts review, management interview and employees interview, employees were paid on hourly rate basis at 15th day after working period by cash. Furthermore, the company would provide benefits such as sick leave, annual leave, childbearing leave and work-related injury leave, etc according to local law requirement. However, based on satisfactory evidence, the main auditee did not respect this principle.</p> <p>根据现场观察,管理层及员工访谈,文件审核,员工的基本工资不低于RMB1600每月,高于当地的最低工资(2015年5月为RMB1350每月),受审核方在平日加班、休息日及法定假日加班分别支付正常工资的1.5倍、2倍、3倍。通过查看劳动合同、管理层访谈及员工访谈,员工工资是计时的,在次月15日左右发放现金。此外,公司按法规要求提供福利,如病假、年假、产假及工伤假等。但是,基于令人满意的证据,主要受审核方没有完全尊重这个原则。</p>	
<p>5.5 - The company didn't participate social insurance for 100% employees. There were 96 employees, but only 80% of employees had participated in unemployment, child-bearing, injury, medical and retirement insurances. In addition, the company purchased commercial insurance for 45 employees from 13 July 2017 to 12 July 2018 from PINGAN Life Insurance Company Limited. Reference law: Labor Law of the PRC; Article 72</p> <p>公司社保没有涵盖所有员工,公司共有员工96人,但只有80%的员工购买失业,生育,工伤,医疗及养老保险;另外从平安人寿保险股份有限公司购买45人商业意外险,有效期一年,从2017年7月13日至2018年7月12日。参考法律法规:中华人民共和国劳动法第72条。</p>	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 120455] Audit Date: 08/04/2018 PA Score: D	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Based on site observation, management and employees' interview and document review, the auditee has established working hours policy and procedure. Verified with worker interview, all workers worked on voluntary basis. According to the randomly selected 12 samples' records, the regular working hours were 8 hours per day and 40 hours per week; the maximum monthly overtime hours were 92 hours for production employees. The maximum continuous working days were 6 days. However, based on satisfactory evidence, the main auditee did not respect this principle.</p> <p>根据现场观察,管理层及员工访谈,文件审核,受审核方有建立工时政策、程序。员工访谈确认,员工加班是自愿的。根据随机抽取的12个样板记录显示,正班工时为每天8小时,每周40小时;生产一线每月加班时间最多为92小时。最多连续工作6天。但是,基于令人满意的证据,主要受审核方没有完全尊重这个原则。</p>	
<p>6.2 - The factory didn't have effective system to control its overtime work compliance. Selected three months working hour records of past 12 months to be reviewed, excessive overtime work observed. 12 out of 12 workers had overtime work of 52 hours a month in February 2018, 12 out of 12 workers had overtime work of 84 hours a month in January 2018, 12 out of 12 workers had overtime work of 92 hours a month in September 2017. Reference law: China Labor Law, Article 41.</p> <p>公司没有有效的系统去控制加班,从过往12个月中选三个月的工作时间查阅,月加班均超过法规要求。2018年2月,抽样的12个员工中有12个员工月加班达到52小时,2018年1月,抽样的12个员工中有12个员工月加班达到84小时,2017年9月,抽样的12个员工中有12个员工月加班达到92小时。参考法律法规:中华人民共和国劳动法第四十一条。</p>	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 120455] Audit Date: 08/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The facility operated in a hygienic, ventilated and lighting working environment. The production building was suitable for production and permitted work in human dignity. Proper temperature was kept in the production workshop. The factory production building was structurally safe and sound. The factory had established the emergency procedure in place for dealing with case of trauma or serious illness. They maintained first aid supplies as recommended by a local medical service provider or required by law. There were total three first aiders in the factory. The first aid supplies were maintained by the health safety responder-Mr.Long Yong. The local hospital was around 10 minutes away from factory site by drive. The factory had signed medical agreement with local hospital. Sanitary drinking water and adequate toilets were available to all workers. The inspection report of drinking water was also provided for review. The factory regularly conducted the potential risk testing in the factory and recorded the potential risk factors in detail, which might occur in the whole manufacturing process. Precautions and protections were taken to avoid the dangers by the factory. Adequate fire extinguishers were installed in the production area. All firefighting equipment were free from obstruction. Firefighting equipments were checked monthly to ensure the safe working environment by the competent person. Evacuation exits and routes were free from obstruction and properly installed with exit signs and emergency lights. The factory had carried out two fire drills in the past 12 months and the most recent one was arranged on 26 March 2018. All related records and images were kept in files for review. However, based on satisfactory evidence, the main auditee did not respect this principle. (Remark: No transportation,canteen or dormitory was available.)</p> <p>工厂卫生、通风和照明的环境中符合运营要求。生产区域适合生产符合人性化的要。生产车间保持适当的温度。工厂的建筑物结构安全可靠。工厂建立了处理创伤或严重疾病的紧急程序。按照当地医疗服务提供者的建议或法律要求维持急救用品。共有3急救人员在工厂。急救用品的卫生安全响应-龙勇先生负责。当地医院离工厂大约10分钟车程。工厂与当地医院签订有急救协议。所有工人都有卫生饮用水和足够的厕所。还提供了饮用水检查报告供审查。工厂定期在工厂进行潜在的风险评估,并详细记录潜在风险因素,涉及整个生产过程。工厂采取了预防和保护措施以避免危险。在生产区安装了足够的灭火器。所有消防设备均无障碍。每月检查消防设备,以确保安全工作环境。疏散出口和路线畅通无阻,并配有出口标志和应急灯。工厂在过去的12个月里进行了两次消防演习,最近一次在2018年3月26日进行。所有相关记录和照片都保存在档案中以供审查。然而,基于令人满意的证据,主要受审核方没有完全尊重这一原则。(备注:工厂没有提供饭堂、宿舍及上下班通勤巴士。)</p> <p>7.6 - Soldering worker need wear facemask when working in the assembly workshop, but the PPE sin was not posted near the workstation. Reference Law: Code of Occupational Hazard Notification and Warning Sign Management for Employer, Article 13. 装配线焊接工序的员工上班时需要佩戴口罩,但没有张贴劳动防护用品标识在工作站附近。参考法律法规:用人单位职业病危害告知与警示标识管理规范第十三条。</p> <p>7.13 - The factory did not keep the electrical installation check records. Reference Law: Department, Party, Corporation, Enterprise Unit Fire Prevention Safety Management Rules, Article 26. 未保留电力设施检查记录,相关法律法规:机关、团体、企业、事业单位消防安全管理规定 第二十六条。</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 120455] Audit Date: 08/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding prohibition child labor and remedial measure on child labor. As per procedure on hiring and HR management, the company would authenticate ID cards through eye-measurement, interview, physical appearance comparison. During this audit, through documents review (reviewing personnel file, identification card and roster, etc), workers interview and management interview, there was no child labor and young worker identified. The youngest worker hired by the auditee was 20 years old. Based on satisfactory evidence, the main auditee respected this principle.</p> <p>根据现场观察,管理层及员工访谈,文件审核,受审核方有建立禁止使用童工的程序及童工补救措施。依照程序及HR管理层,公司会通过目视、访谈、与员工比对等方式去鉴别身份证。在本次审核中,通过文件审核(如人事档案、身份证、员工花名册等)、员工访谈及管理层访谈,没有发现童工及未成年工。最小员工的年龄是20岁。基于令人满意的证据,主要受审核方尊重这个原则。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 120455] Audit Date: 08/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observations showed that the auditee respected the requirement of this performance area. The auditee has a Protection for Young Workers policy. Managers have a good understanding of the protection for young worker in law requirement and conduct risk assessment about young person. All workers were over the age of 18 years old during the audit. (Remark: No young worker was available.)</p> <p>整体现场的情况显示工厂遵循该绩效区域。工厂建立了未成年工的保护政策。管理层对于法律所规定的未成年工保护有良好的了解并针对工作岗位进行了未成年工的风险评估。工厂所有工人均超过18周岁。(备注:工厂没有未成年工。)</p>	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 120455] Audit Date: 08/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding Hiring Procedure and implemented it accordingly. The auditee signed labor contract with each employees within one month after hiring and employees obtained one contract. However, based on satisfactory evidence, the main auditee didn't respect this principle.</p> <p>根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立雇佣程序, 并按要求执行。受审核方在员工入职一个月内与每位员工签订劳动合同, 同时会给一份给员工。然而, 基于令人满意的证据, 主要受审核方没有尊重这个原则。</p> <p>10.2 - Through reviewing the labor contracts, it was noted that no occupational hazards notification for relevant operators was in place, such as soldering workers. Reference Law: Article 34 of Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2011 Amendment). 工人劳动合同审核发现, 工厂没有对有害岗位进行职业危害告知, 如焊接工, 参考法律法规: 中华人民共和国职业病防治法(2011修正)第三十四条。</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 120455] Audit Date: 08/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Based on site observation, management and workers' interview and document review, the auditee had established procedure regarding on prohibition bonded labor and implemented it accordingly. No deposit or ID card was withheld by the auditee. No illegal disciplinary measure was noted in this audit. No bonded labor was found during this audit. Based on satisfactory evidence, the main auditee respected this principle.</p> <p>根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立强迫劳动程序, 并按要求执行。受审核方没有收押金或扣押证件。没有发现违法的纪律处罚。本次审核, 未发现强迫劳动。基于令人满意的证据, 主要受审核方尊重这个原则。</p>	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 120455] Audit Date: 08/04/2018 PA Score: B	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Based on site observation, management and workers' interview and document review, the auditee had established the procedure to ensure its business model in line with local environmental law. However, based on satisfactory evidence, the main auditee didn't respect this principle.</p> <p>根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立程序来确保其生产活动符合当地环境法规。但是, 基于令人满意的证据, 主要受审核方没有尊重这个原则。</p> <p>12.4 - The factory did not transfer the the hazardous wastes(such as waste chemical containers and etc.) to the licensed vendor for disposing. Reference law: Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (2016). 工厂未将其产生的危险废弃物(如废化学品空桶等)转移给有资质公司处理。参考法律法规: 中华人民共和国固体废物污染环境防治法(2016修正)</p>	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 120455] Audit Date: 08/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Based on site observation, management and workers' interview and document review, the auditee had established Anti-bribery And anti-corruption Procedure, and they had given training to employees for this issue. The factory had established personal information confidential mechanism to prevent any disclosing. Based on satisfactory evidence, the main auditee respected this principle.</p> <p>根据现场观察, 管理层及员工访谈, 文件审核, 受审核方有建立反贿赂及反腐败的程序, 并给员工提供相关的培训。基于令人满意的证据, 主要受审核方尊重这个原则。</p>	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	08/04/2018	120455	D	A	A	A	A	D	A	A	A	A	A	B	A	C

Producer Photos



External photo(s) of the production unit(s)
Production Building.jpg



Photo of the inside of the main production hall
Rest Room.jpg



Photo of fire safety equipment
Emergency Light and exit sign.jpg



External photo(s) of the production unit(s)
Reception.jpg



Photo of the inside of the main production hall
Finished Product Warehouse.jpg



Photo of fire safety equipment
Evacuation Planning.jpg



Photo of the inside of the main production hall
Raw Material Warehouse.jpg



Photo of fire safety equipment
Fire Extinguisher.jpg



Photo of fire safety equipment
Evacuation route with arrow.jpg



Photo of the inside of the main production hall
Hearing aid assembly line.jpg



Photo of fire safety equipment
Fire Hydrant.jpg



Photo of fire safety equipment
Fire Alarm.jpg



Photo of the inside of the main production hall
Nebulizer assembly line.jpg



Photo of the inside of the main production hall
Fingerprinting Attendance System.jpg



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

