



# BSCI Audit Summary Report

**NAME OF THE PRODUCER : SU ZHOU RADIANT LIGHTING TECHNOLOGY CO., LTD.**

**DBID : 348945**

**DATE OF THE AUDIT : 22/04/2015**

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## Producer Information

Name of producer :	Su Zhou Radiant Lighting Technology Co., LTD.		
DBID number :	348945		
Audit ID :	29946		
Address :	Shuanglong Industrial Park, Jiatai Road, Fenghuang Town,Zhang Jia Gang		
Province :	Jiangsu	Country :	China
Management Representative :	Mr. Wu Xin Fa		
Contact person:	Xinfa Wu		
Sector :	Non-Food	Industry Type :	Mechanical and electrical engineering
Product group :	Electrical supplies	Product Type :	LED

## Audit Details

Type of audit :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Re-Audit		
Sub type of audit :	<input type="checkbox"/> Combined audit	<input type="checkbox"/> Special investigation- RUC	<input type="checkbox"/> Special investigation- Other	<input type="checkbox"/> Unannounced/ Semiannounced
Audit date :	22/04/2015	Audit Duration :	1.500	
Audit methodology :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Primary Production		
Auditing Company :	Globalgroup of Companies Limited			
Auditing Company Branch :	(China) Globalgroup Certification Limited			
Auditing company address :	15B & 15F, Cheuk Nang Plaza,250 Hennessey Road,Wan Chai,			
Lead Auditor Name(SA8000 Certificate Number) :	Linna Wang (A9792)			
Team Member Name(SA8000 Certificate Number) :				

## Audit Results for Part B tier I

Total Score Part B tier I:	<input type="checkbox"/> Good	<input checked="" type="checkbox"/> Improvements Needed	<input type="checkbox"/> Non-Compliant
Total Number of deviations in crucial questions :	0 / 35		
Agreed date for closing the Corrective Action Plan ( If applicable ) :	30/07/2015		
Contingencies to be reported :	<input type="checkbox"/> Aborted	<input type="checkbox"/> Partially Conducted	<input type="checkbox"/> Combined With Other Systems
	<input type="checkbox"/> Desktop Review	<input type="checkbox"/> Others	

## Audit Results for Part B tier II (Only relevant if Primary Production Methodology is used)

Please refer to section "Sampled Units Tier II" and "Audit Sample CAP B"

Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

## Audit Master Data Part A

For more details of the company, see complete Master Data in the on-line Audit Report

General information on the Producer			
Name of producer :	Su Zhou Radiant Lighting Technology Co., LTD.		
Address :	Shuanglong Industrial Park, Jiatai Road, Fenghuang Town, Zhang Jia Gang		
Year of foundation :	2005		
Legal status :	Ltd Company		
Turnover (in euros) :	5000000.000		
Main contact person :	Xinfa Wu		
Language spoken :	Chinese (Putonghua)		
Valid GlobalG.A.P Certificate :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Other Social audit :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Social audit name :	NA

## Auditors' notes

### Producer's background

The full Audit of first cycle was conducted at Su Zhou Radiant Lighting Technology Co., LTD on April 22, 2015. Upon arrival, the assessment team was greeted by Mr. Wu Xin Fa/Vice General Manager After introducing both sides, an opening meeting was held to explain the visit purpose and assessment procedures. The management team appeared clear of the nature of the assessment and granted a full access. The requested documentation was prepared in a timely manner. A walk through of the facility and private/group interviews were also conducted. The management team appeared cooperative and receptive during the whole assessment. Mr. Wu signed the Declaration of Consent.

Currently, the audited facility is located in Shuanglong Industrial Park, Jiatai Road, Fenghuang Town,, Zhang Jia Gang, Jiangsu, China. The total land area occupied by the facility is about 6,000 m2. In view of the facilities, the facility consists of the one 3-storey building used as office, one 2-stoery building used as production areas, one flat building as canteen, no dormitory was provided.

The working hour was one shift which from 08:00 to 17:00 with 1hour for rest and electrical attendance system was used. The wages was base on hourly rate and paid on 30th each month. The main products manufactured by the facility are LED. The main production processes were SMT, Plugin, Welding, assembling, finishing, inspection and packing. Closing Meeting: By the end of the assessment, a closing meeting was held with the facility management. All the findings and suggestions were clearly explained to management. The facility management was cooperative during the whole assessment and receptive to the result. Mr. Wu signed the Corrective Action Plan.

### Chapter summary

Chapter	Chapter Summary
B.1. Management Practice	The factory had the aware of BSCI management practice and also some section should be improved. Please refer to the details cap in all sections and make improvement.
B.10. Health and Social Facilities	The factory provides free drinking water for all employees and had obtained legal certification. Toilet was clean and freely to all workers. And the factory did not obtain the health certificate or catering service license.
B.11. Occupational Health and Safety (OHS)	14 minor findings were raised in B11. It recommended the factory to correct the non-compliance within deadline date. Enhancement in risk assessment and electricity management needed.
B.13. Environment	Although the management of the factory had aware of protect environment, but has not obtained the environmental protection acceptance check report for their completed project, and the factory did not monitor its atmospheric pollutants regularly.
B.2. Documentation	The factory had kept most documents on site for reviewing including fire service inspection certificate or records for buildings and Building Structure Safety Certificates onsite for reviewing, but the labor contract for workers did not included all items.
B.3. Working Hours	The factory uses the electronic attendance system to record the working hours. The factory established working hours is from 08:00am to 17:00pm with 1 hour (11:00-12:00) lunch break. Saturday overtime hours were conducted, once to five times per month. No any Sunday work was detected in the reviewed months. The interviewees' testimony regarding working hours are in compliance with that reflected on the time records. Maximum monthly OT working hours: 36 hours in Feb 2015 (current month) and 54 hours in November 2014 (random month) and 40 hours in May 2014 (random selected month).Maximum weekly working hours: 52 hours in all 3

Score Interpretation			
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	selected months.
B.4. Compensation	All workers were paid by monthly rate of at least RMB 2000, which is higher than the local minimum wage standard of RMB 1680 per month. Regular and rest day overtime hour were compensated on the basis of 150% and 200% of regular rate respectively. Regular wage was paid to the employees for statutory holiday. The wages are paid by cash on around 30th of the following month. Properly itemized pay slips are provided to all the employees. 45 out of 70 employees had participated in basic endowment insurance, employment injury insurance, basic medical insurance, unemployment insurance and maternity insurance. And the other 25 employees had participated in accident insurance since April 2015.
B.5.1. Child Labour	No deviation raised in this chapter. The age document for all the employees were requested for review. The facility keeps the photocopied national identification card as the age document.
B.5.2. Young Workers	No young worker in the factory
B.6. Forced Labour / Disciplinary Measures / Prison Labour	No deviation raised in this chapter. There was no forced labor found in the factory. All employees were voluntary to work in the factory. According to the documents review and employee interview, the factory didn't retain the ID or salary or other benefit of the workers. Workers were permitted to leave the factory freely after the shift was over. The factory setup the written policy to prohibit the use of corporal punishment, mental or physical coercion or verbal abuse. No prisoners work is found during the audit; all products were finished and packed in the plant.
B.7. Freedom of Association and Collective Bargaining	No deviation raised in this chapter. No restriction to the freedom of association. There was a worker representative in the factory.
B.8. Discrimination, Harassment and Abuse	No deviation raised in this chapter. All the workers are Chinese and there is no discrimination based on age, caste, disability, ethnic and national origin, gender, membership in worker's organisations, political affiliation, race, religion, sexual orientation, social background, and other personal characteristics. There are the written policies that prohibit the discrimination, harassment and abuse in any situation. According to employee interview, nobody felt the unfair treatment.
B.9. Working Conditions	Workshop was lightened, but did not conduct the air quality test in past 12 months.

Score Interpretation			
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## Part B Tier I - Overall Summary

Chapter	Full Audit Results (29946 and 22/04/2015)				
	G	IN	NC	NA	%
B.1. Management Practice	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	66.67
B.2. Documentation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	83.33
B.3. Working Hours	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	80.00
B.4. Compensation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.5.1. Child Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.5.2. Young Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.6. Forced Labour / Disciplinary Measures / Prison Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.7. Freedom of Association and Collective Bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.8. Discrimination, Harassment and Abuse	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.9. Working Conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	71.43
B.10. Health and Social Facilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	87.50
B.11. Occupational Health and Safety (OHS)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	64.10
B.12. Dormitories (if not applicable, go to B.13)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.13. Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	60.00
Total	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	78.26

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## In House Production Structure

Department	Function in production	Number of Workers	Number of shifts	Shift 1		Shift 2		Shift 3	
				From	To	From	To	From	To
Finances	Management	2	1	8:00 AM	5:00 PM				
Human Resources	Management	2	1	8:00 AM	5:00 PM				
Mgmt/General Admin	Management	8	1	8:00 AM	5:00 PM				
Product Development	Production	10	1	8:00 AM	5:00 PM				
Services	Security	3	3	8:00 AM	4:00 PM	4:00 PM	12:00 AM	12:00 AM	8:00 AM
Sales	Sales	5	1	8:00 AM	5:00 PM				
Production	SMT	10	1	8:00 AM	5:00 PM				
Production	Plugins	15	1	8:00 AM	5:00 PM				
Production	Welding	6	1	8:00 AM	5:00 PM				
Production	Assembling	9	1	8:00 AM	5:00 PM				

## In House employment Structure at the time of the audit

Total number of workers :	70		
Male		Female	
Permanent workers	21	Permanent workers	49
In management position	5	In management position	4
On probation	0	On probation	0
National migrants	0	National migrants	0
Salaried workers	21	Salaried workers	49
Temporary workers (odd jobbers)	0	Temporary workers (odd jobbers)	0
Apprentices	0	Apprentices	0
With disabilities	0	With disabilities	0
Cross-border migrants	0	Cross-border migrants	0
Production based workers	0	Production based workers	0
		Pregnant	0
		On maternity leave	0

## Outsourced structure

Unit	Function in the chain	Contact person	Business relation -ship since	Location/ Address				Distance to the company in km	Main product	Certificates and social audits (if applicable)	Number of workers	Part of the ISMS (if applicable)	Part of the audit sample
				Address	City	State	Country						
Dan Yang Ao Wei Lampshade Co., Ltd	subsupplier	Luo Jian Jing	2011	Er Ling Town, Dan Yang City	Dan Yang	Jiangsu	China	125	Glass	No	120	No	No
Shen Zhen Liang Ming Xuan Co., Ltd	subsupplier	Wu Bin	2011	Wu Lian Feng Fa Industrial Park, Feng Gang Town, Dong Guan City	Dong Guan	Guangdong	China	1520	Raw material	No	67	No	No
Zhang Jia Gang Yuan He Package Co., Ltd	subsupplier	Lu Xiang Bin	2014	Feng Huang Town, Zhang Jia Gang City	Zhang Jia Gang	Jiangsu	China	5	Paper box	No	130	No	No

## Dormitories (if applicable)

No Data Available for Dormitories
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## Corrective Action Plan (CAP) B Tier I

Chapters and Subchapters	Crucial	Score	CAP	Responsible Person	Deadline date
B.1. Management Practice					
B.1.1. Management Pactice	No	( - ) [Minus]	It was noted that through document review and management interview no evidence could be provided to prove that the workforce capacity in the company is sufficient and properly planned to match delivery order contacts' expectation. 工厂不能提供文件显示其产能规划记录 It is recommended that sufficient evidence should be provided to prove that the workforce capacity in the company is sufficient and properly planned to match delivery order contacts' expectation. 建议企业提供证据证明员工的生产能力足够和合理的生产安排满足订单的需求	Wu Xin Fa	30/07/2015
B.1.3. Management Pactice	No	( - ) [Minus]	It was noted that through document review the factory has not established documented working rules and procedures, and during the factory tour found the factory did not exhibit it to the public. 工厂没有对工作规定和流程形成文件并对外公布 It is recommended the factory to exhibit the working rules and procedures to the public. 建议企业应当对工作流程和规定形成文件。	Wu Xin Fa	30/07/2015
B.1.4. Management Pactice	No	( - ) [Minus]	It was noted that through document review the factory did not update the law timely or reviewed the management system in past 12 months. 工厂没有定期收集和更新法律法规, 同时过去12个月没有进行过管理评审 It is recommended that the factory should update the law timely and the top management should review the management system at least twice in one year. 建议被审核方应收集必要的法律法规, 建立自身的社会责任政策和程序, 完善内部管理系统, 并保存相应记录, 定期更新。	Wu Xin Fa	30/07/2015
B.1.7. Management Pactice	No	( - ) [Minus]	It was noted that through employees' and management interview there was no two-way communication meetings records kept onsite for reviewing. 工厂没有安排管理层与员工的双方会谈 It is recommended that factory shall conduct the two-way communication meetings between management and workers regularly (minimum twice per year) 建议被审核方应定期安排管理层与员工就社会责任问题的双方会谈并保存记录	Wu Xin Fa	30/07/2015
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 3			
Fulfillment Percentage		66.67%			
B.2. Documentation					
B.2.3. Documentation	No	( - ) [Minus]	It was noted that through document review the employment contract provided by facility did not include employment protection, work conditions, and protection against and prevention of occupational harm. 工厂与员工签署的劳动合同中没有包含职业危害因素和个人防护。 Law ref: PRC Employment Contract Law article 17 It is recommended that facility should provide a complete labor contract include all the clauses required by law. 建议企业提供完整条款的劳动合同给员工	Wu Xin Fa	30/07/2015
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 1			
Fulfillment Percentage		83.33%			
B.3. Working Hours					
B.3.4. Working hours	No	( - ) [Minus]	It was noted that through document review the monthly overtime hours of 1)8 out of 8 were 54 hours in November 2014 (random month) 2) 8 out of 8 were 40 hours in May 2014 (random month) 随机抽取的8名员工的月加班时间为: 1)8名员工中的8名2014年11月份为54小时 2)8名员工中的8名2014年5月份为40小时 Law ref: PRC Labor Law	Wu Xin Fa	30/07/2015

Score Interpretation	
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Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

			article 41 It is recommended that the facility should reduce the overtime hours to ensure it is within 3 hours per day and 36 hours per month. 建议企业减少员工的加班时间, 确保每天加班不超过3小时, 每月加班不超过36小时		
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 3			
Fulfillment Percentage		80.00%			
B.9. Working Conditions					
B.9.3. Working Conditions	No	( - ) [Minus]	It was noted that through factory tour and document review the facility did not conduct the occupational hazards factors testing in 2014 (for example air quality in welding and silk printing workshop, there was so much dust in the air) 工厂没有委托焊锡和丝印车间的空气质量监测 Law ref: Provisions on the Supervision and Administration of Workplace Occupational Health Article 20 It is recommended that the facility should apply for testing of factors of occupational hazards at least once a year, and keep the reports for review. 建议企业定期委托职业危害因素监测	Wu Xin Fa	30/07/2015
B.9.6. Working Conditions	No	( - ) [Minus]	It was noted that through factory tour found there was so much dust in the the effect of ventilation equipment in welding workshop is unsatisfactory, and also leave a lot of smoke in workshop. 现场察看过程中发现企业的锡焊车间的抽风设备的效果不是很好, 仍有大量的烟尘遗留在车间内。It is recommended that the employer should improve the workshop environment. 建议企业改善抽风装置	Wu Xin Fa	30/07/2015
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 1			
Fulfillment Percentage		71.43%			
B.10. Health and Social Facilities					
B.10.2.2. Social Facilities	No	( - ) [Minus]	It was noted that through document review the facility could not have the catering service license for its kitchen. 工厂不能提供其食堂餐饮服务许可证 Law ref: PRC Law on Food Safety article 29 It is recommended that the facility should pass the hygiene check and get the catering service license before operating its kitchen. 建议企业为食堂办理餐饮服务许可证	Wu Xin Fa	30/07/2015
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 1			
Fulfillment Percentage		87.50%			
B.11. Occupational Health and Safety (OHS)					
B.11.1.2. Risk Assessment and Monitoring	No	( - ) [Minus]	It was noted that through document review found the factory did not establish a system in place to satisfy the special needs of pregnant women, young workers and other particularly vulnerable employees (such as disabled, the worker after the injury and etc.) when arranging their operating post. 工厂未对怀孕女工, 未成年工以及其他弱势群体的特殊需求的评估体系 It is recommended that the facility should establish a system in place to satisfy the special needs of pregnant women, young workers and other particularly vulnerable employees. 建议企业建立系统以识别特殊人群的需求	Wu Xin Fa	30/07/2015
B.11.1.3. Risk Assessment and Monitoring	No	( - ) [Minus]	It was noted that through document review the transmittable and non-transmittable diseases were not regarded in the risk assessment. 工厂未进行传染病和非传染病的分类评估 It is recommended that the facility should provide compliance evidence to show that transmittable and non-transmittable diseases are particularly regarded in the risk assessment. 建议被审核方提供相应的传染疾病的风险评估。	Wu Xin Fa	30/07/2015

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Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

B.11.1.5. Risk Assessment and Monitoring	No	( - ) [Minus]	It was noted that through factory tour and employees' interview the factory did not arrange 2 out of 6 workers welding workshop using glue water to conduct occupational health examination since they joined the factory. 通过现场察看和员工访谈发现工厂没有安排接触6名员工中的2名焊工进行职业病体检。Law ref: PRC Law of Prevention and Control of Occupational Diseases article 36 It is recommended that the facility shall conduct regular occupational health examination for those laborers who are engaged in using or contacting noxious articles in their working process. 建议企业应提供职业健康检查给接触有害物质的员工。	Wu Xin Fa	30/07/2015
B.11.2.2. Training	No	( - ) [Minus]	It was noted that through employees' interview and factory tour the workers was not trained in using personal protective equipment. 通过现场查看和员工访谈发现员工没有接受个人防护用品的使用培训。It is recommended that the facility should ensure workers be trained in using personal protective equipment (PPEs). 建议企业应当对员工进行劳动防护用品的使用培训。	Wu Xin Fa	30/07/2015
B.11.2.3. Training	No	( - ) [Minus]	It was noted that through factory tour and employees' interview the facility did not provide the training for employees operating with dangerous chemicals such as paint. 通过员工访谈和现场走访,发现企业没有对接危险化学药品(如油墨)的员工进行安全教育和培训。Law ref: Regulation For Chemical Usage Safety in Work Place article 20 It is recommended that the facility should provide the training for the employees operating with dangerous chemicals such as glue and maintain the relevant records. 建议企业应当经常对职工进行工作场所安全使用化学品的教育和培训。	Wu Xin Fa	30/07/2015
B.11.3.1. Personal Protective Equipment	No	( - ) [Minus]	It was noted that through factory tour the factory did not provided high temperature resistance gloves for zinc immersion department, no insulation gloves for testing department. 现场察看过程中发现企业没有提供耐高温手套给浸锌部门的员工,没有提供绝缘手套给测试部门的员工。Law ref: Law of the PRC on Work Safety article 37 It is recommended that facility should provide PPE for the employees. 建议企业提供适当的个人防护用品给员工。	Wu Xin Fa	30/07/2015
B.11.3.2. Personal Protective Equipment	No	( - ) [Minus]	It was noted that through factory tour and document review there are no maintenance records for all PPE. 没有个人防护用品的维护记录。Law ref: PRC Law of Prevention and Control of Occupational Diseases article 23 It is recommended to keep the maintenance records for all PPE. 建议被审核方保存PPE的维护记录。	Wu Xin Fa	30/07/2015
B.11.4.6. Chemicals	No	( - ) [Minus]	It was noted that through factory tour the facility did not record distribution, use and disposal of chemicals. 工厂没有对分配、使用和弃置化学品做记录。It is recommended that facility should record distribution, use and disposal of chemicals. 建议企业对分配、使用和弃置化学品做记录。	Wu Xin Fa	30/07/2015
B.11.5.3. Accident and Emergency Procedures	No	( - ) [Minus]	It was noted that through factory tour found the factory has written accident procedures but not posted in public for noticing to all workers and first-aid trainees. 工厂没有在车间张贴意外事故程序。It is recommended to post accident procedure in public area. 建议工厂将意外事故程序在公共区域张贴。	Wu Xin Fa	30/07/2015
B.11.6.1. Electricity	No	( - ) [Minus]	It was noted that through document review the electrician in the factory did not obtain electrician license. 工厂的电工没有取得电工操作证。Law ref: PRC Labor Law article 55 It is recommended that all those employees should obtain proper licenses. 建议企业确保特种作业人员获得相关证书。	Wu Xin Fa	30/07/2015
			It was noted that through factory tour and document review found the electrical installations and equipment were not checked periodically by a competent person, and maintain		

Score Interpretation	
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Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

B.11.6.2. Electricity	No	( - ) [Minus]	relevant records for review. 工厂的电力设备未由专业人员进行定期的检查, 无法提供电力检查记录供审核 It is recommended that electrical installations and equipment should be checked periodically by a competent person. 建议企业的电力设备要由专业人员进行定期的检查, 并保留相关的检查记录。	Wu Xin Fa	30/07/2015
B.11.8.1. Escape Routes and Emergency Exits	No	( - ) [Minus]	It was noted that through factory tour found no exit sign installed in 1 out of 2 exits in one 2-storey building used as production areas and warehouse. 现场察看过程中发现一栋两层做为生产区域和仓库的建筑的两个出口中的一个没有安全出口标识 Law ref: Code of Design on Building Fire Protection and Prevention GB50016-2006 Article 11.3.4 It is recommended that the factory should ensure all exit signs effectively. 建议工厂确保所有的安全出口标识有效	Wu Xin Fa	30/07/2015
B.11.09.2. Machine and Vehicle Safety	No	( - ) [Minus]	It was noted that through document review and factory tour found the employee that operates cargo lift and pressure vessel did not obtain the operator's certificate. 工厂的电梯和压力容器的操作工没有取得电梯操作证 Law ref: Special Appliance Quality Safety Monitoring Regulation article 38 It is recommended that all those employees should obtain proper certificates before operating those appliances. 建议所有特种作业人员工在上岗前应获得相应的有效作业证书。	Wu Xin Fa	30/07/2015
B.11.09.3. Machine and Vehicle Safety	No	( - ) [Minus]	1. It was noted that through document review and factory tour 2 out of 2 air container did not registered at local Special Appliance Quality Safety Monitoring Department. 工厂的2台压力容器中的2台没有到当地的特种设备安全监督管理部门进行登记 Law ref: Special Appliance Quality Safety Monitoring Regulation article 25 It is recommended that the facility shall apply the registration for the cargo lift from the local Special Appliance Quality Safety Monitoring Department. 建议企业向当地的特种设备安全监督管理部门为压力容器申请登记 2. It was noted that through factory tour and document review no inspection certificate of competency for 2 out of 2 pressure vessel 工厂的2台压力容器中的2台没有取得检验报告 Law ref: Special Appliance Quality Safety Monitoring Regulation article 28 It is recommended that facility should apply for the regularly inspection for special appliance in Special Appliance inspection unit at least one month before the expiry date of the safety inspection. 建议企业在其压力容器的安全检验合格有效期届满前1个月向特种设备检验检测机构提出定期检验要求。	Wu Xin Fa	30/07/2015
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 6			
Fulfillment Percentage		64.10%			
B.13. Environment					
B.13.1. Environment	No	( - ) [Minus]	1. It was noted that through document review the facility has not obtained the environmental protection acceptance check report for their completed project. 企业没有提供其建设项目竣工环境保护验收报告。 Law ref: Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17 It is recommended that the facility should apply the environmental protection acceptance check for their construction project and keep the records. 建议企业向当地环境保护主管部门取得建设项目竣工环境保护验收合格报告。 2. It was noted that through document review the facility did not monitor its atmospheric pollutants regularly. 工厂没有委托年度的废气检测。 Law ref: Measures for the Administration of Environmental Surveillance Article 21 It is recommended that the facility should monitor its atmospheric pollutants/ wastewater pollutants regularly before discharge.	Wu Xin Fa	30/07/2015

Score Interpretation	
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Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
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Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

			建议企业定期进行废气检测		
B.13.3. Environment	No	( - ) [Minus]	It was noted that the hazardous wastes, including rags and containers were generated from silk printing workshop, and PCB from SMT workshop. The wastes were submitted to the unit which did not obtain relevant qualification. 工厂的丝印车间有产生抹布和空桶, 和PCB板等废弃物交给了没有资质的单位进行回收。Law ref: PRC Law of Prevention and Treatment of Environmental Pollution by Solid Wastes, Article 57 It is recommended that the facility should submit its hazardous waste to a collector, which has obtained a relevant business permit. 建议企业按照法律要求将危险废弃物委托给有相关经营许可证的单位处置。	Wu Xin Fa	30/07/2015
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		60.00%			
Total Audit Results for Part B Tier I					
Total Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Total number of deviations in crucial questions		0 of 35			
Overall fulfillment percentage		78.26%			

Score Interpretation	
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Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## Part C: Audit Findings

Chapter	
C.1. Policy	
C.2. Planning and Implementation	
C.3. Management Review	
C.4. Control of Subcontractors / Suppliers / Sub-suppliers	
C.5. Control of Homeworkers	
C.6. Compensation	
C.7. Child Labour	
C.8. Outside Communication	
Total	

Score Interpretation	
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Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
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## Workers Interview Sheet

Workers Interview Sheet			
Workers	Male workers number	Female workers number	% of the total workforce
Total	3	4	10.00
Workers aged < 18 years interviewed	0	0	0.00
Apprentices interviewed	0	0	0.00
Disabled persons interviewed	0	0	0.00
Full time workers interviewed	3	4	10.00
Part time workers interviewed	0	0	0.00
Seasonal workers interviewed	0	0	0.00
Migrant workers interviewed	0	0	0.00
Pregnant workers interviewed		0	0.00

Interview methods used	number (how many)
Number of Individual interviews conducted	4
# of people interviewed in Group(s)	3
# of Interviews conducted on site	7
# of Interviews conducted off site	0
Was an interpreter used?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Language(s) used for worker interviews	Chinese

No. of interview	Essentials (If the number of rows is not enough, please add pages as needed and include with the attachments).
1	Male worker from the SMT workshop. Had signed the labor contract. OHS and fire drill conducted. No illegal deduction. Monthly based and paid within 30 days in cash. Free drinking water provided and free lunch provided. Management kindly to the workers. No discrimination and harassment. No child labor.
2	Female worker from the assembling workshop, she said he was satisfied with the working environment and the benefit provided by the factory. She starts the work at 08:00 and ended at 17:00. Worker had a break of 1 hour. She had signed labour contract with the factory with one copy distributed. Wages were on monthly rate basis and paid on time monthly by cash with every employee's signature. They usually worked 6 days per week. She had participated in the health and safety training provided by the factory. No OT at night shift. Local resident, living in the nearby village.
3	Male worker from the packing workshop. He stated that he had signed the labor contract, first aid box is free to use and there was no serious injury occurred in the factory workshop. Earned about 3100 RMB last month (Feb). Satisfied with the working conditions. Free drinking water provided. Freely leave the factory when shift over. No illegal deduction.
4	Female worker from the inspection workshop. She stated that no deduction from their wages. Safety training was conducted period and the wages paid monthly. Satisfied with the working conditions. Free drinking water provided. Freely leave the factory when shift over. No illegal deduction. No dormitory provided for them
5	3 workers randomly selected from different sections were taken the group interview. No any kind of discrimination regarding the age, gender or other personal characteristics was reported. The employees have free access to the restrooms or drink water. All the employees are free to leave the facility after their shifts. No any kind of forced labor was detected in the facility. They could had the drink at any time and went to the toilet at any time if needed.

Score Interpretation	
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## Child and Young Workers Record Sheet

Child and Young Workers Record Sheet								
Please only complete this table if you have children (anyone below the national minimum age) or young workers (anyone below the national minimum age but below 18 years of age) in your company								
Name	Birthday(dd/mm/yyyy)	Attending school?	Working start date(dd/mm/yyyy)	Department he/she works in	working time schedule (From)	working time schedule (To)	Average working hours per week	Comments
No child labor was found							0.000	

Score Interpretation	
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Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR



## Overall Producer Pictures



External photo(s) of the production unit(s)  
 factory gate.jpg

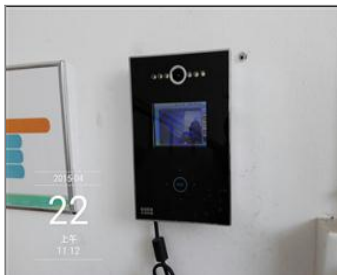


Photo of the inside of the main production hall  
 attendance machine.jpg

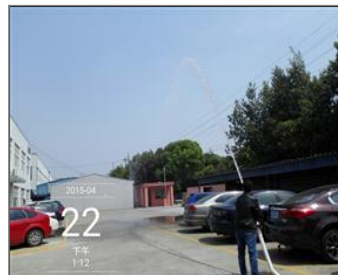


Photo of the inside of the main production hall  
 fire water testing.jpg



External photo(s) of the production unit(s)  
 factory name.jpg

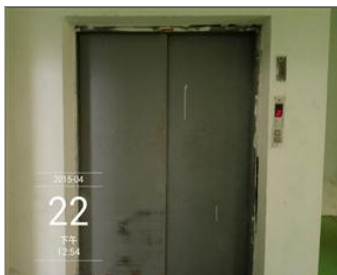
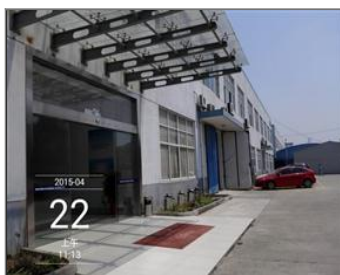


Photo of the inside of the main production hall  
 cargo lift.jpg



Photo of the inside of the main production hall  
 No smoking sign.jpg



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

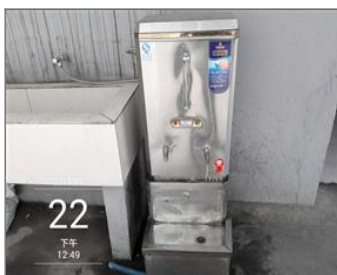


Photo of the inside of the main production hall  
 drinking water.jpg



Photo of the inside of the main production hall  
 raw material warehouse.jpg

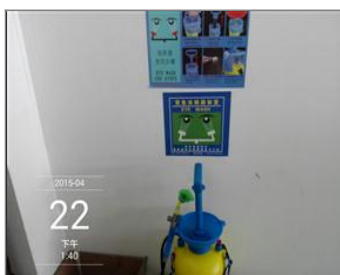


Photo first aid facilities  
 eye washing equipment.jpg

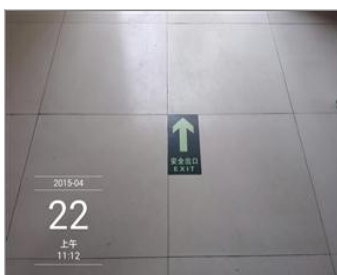


Photo of the inside of the main production hall  
 evacuate passage.jpg



Photo of the inside of the main production hall  
 SMT.jpg



Photo first aid facilities  
first aid kit.jpg

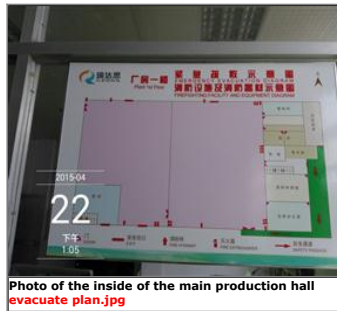


Photo of the inside of the main production hall  
evacuate plan.jpg



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



Photo of the canteen (if applicable)  
canteen.jpg



Photo of the inside of the main production hall  
exit sign, emergency light and fire alarm.jpg



Photo of the inside of the main production hall  
warning sign.jpg



Photo of Chemical Storage Room (if applicable)  
chemical stored area.jpg



Photo of the inside of the main production hall  
final goods warehouse.jpg



Photo of the inside of the main production hall  
welding workshop.jpg

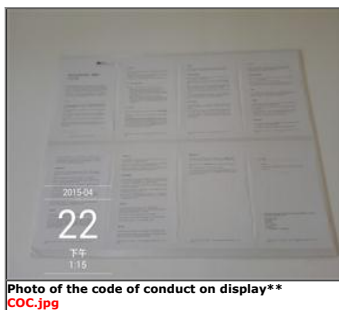


Photo of the code of conduct on display\*\*  
COC.jpg



Photo of the inside of the main production hall  
fire equipment check.jpg



Photo of the Personal Protection Equipments (if applicable)  
NC No PPE.jpg



Photo of the inside of the main production hall ageing workshop.jpg



Photo of the inside of the main production hall fire extinguisher.jpg



Photo of the Personal Protection Equipments (if applicable) PPE SIGN.jpg



Photo of the inside of the main production hall air tank.jpg



Photo of the inside of the main production hall fire hydrant.jpg



Photo of the sanitary facilities toilet.jpg



Photo of the inside of the main production hall assembling workshop.jpg