















# FINDINGS



## PA1: Social Management System

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-006384-003

**Question:** 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>1.1 1st follow up audit on 19 Sep. 2023, Result: Open</p> <p>Finding: The main auditee partially respects this principle because based on the document review, management and worker interview, on-site observation confirmed that the factory had established management system according to amfori BSCI requirement, and the management knew related requirement of amfori BSCI, but due to factory didn't effectively implement it, lead to some issues appeared in social insurance, overtime hours and safety &amp; Health, etc.</p> <p>It violated the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>2023年9月19日第一次跟进审核结果：未关闭。</p> <p>主要被审核方（生产商）部分遵守该原则，原因是根据文件审核、管理层及工人访谈、现场查看确认工厂有按照 amfori BSCI要求建立相关体系，且管理者代表知道 amfori BSCI相关要求，但由于未有效执行，导致在社保、加班时间及健康安全等方面出现问题。</p> <p>违反了amfori BSCI管理手册中问题1.1的要求</p>

**Question:** 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>1.4 1st follow up audit on 19 Sep. 2023, Result: Open</p> <p>Finding: The main auditee partially respects this principle because based on the document review, management and worker interview confirmed that the auditee did not effective evaluate the production capacity, human resource status against the delivery requirement to avoid the excessive overtime work.</p> <p>It violated the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>2023年9月19日第一次跟进审核结果：未关闭。</p> <p>主要被审核方（生产商）部分遵守该准则，原因是根据文件审核、管理层及工人访谈确认被审核方接受订单时未能根据客户的交货期，及时有效的评估自己的生产能力，人员情况，以避免出现加班超时的情况。</p> <p>违反了amfori BSCI管理手册中问题1.4的要求</p>



## PA 2: Workers Involvement and Protection

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**Question:** 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>2.5 1st follow up audit on 19 Sep. 2023, Result: Open</p> <p>Finding: The main auditee partially respects this principle because according to the procedure document provided by the factory, the factory has established grievance complain mechanism process, such as workers could submit their suggestion or complaint to worker representative, supervisor directly or through suggestion box. Based on the document review, management and worker interview, on-site observation confirmed that due to the failure of the audited to establish an effective appeal system for external, causing inability to effectively control external appeals. It violated the requirement of question 2.5 in amfori BSCI system manual.</p>	<p>2023年9月19日第一次跟进审核结果：未关闭。主要被审核方（生产商）部分遵守该原则，原因是根据工厂提供的程序文件，审核方已建立了申诉流程，例如员工可以向员工代表、管理层反映建议和抱怨也可通过意见箱反映问题。根据文件审核、管理层及工人访谈、现场查看确认，由于被审核方没有建立一个供外部有效的申诉系统，导致无法有效管控外部申诉。违反了 amfori BSCI 管理手册中问题2.5的要求。</p>

## PA 5: Fair Remuneration

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**Question:** 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>5.4 1st follow up audit on 19 Sep. 2023, Result: Closed</p> <p>The statistics have been conducted on the basic cost of living of employees by main auditee, and the wages provided by the factory to workers were higher than the minimum cost of living.</p>	<p>2023年9月19日第一次跟进审核结果：关闭。主要被审核方（生产商）对员工的基本生活成本进行了统计，且工厂提供给工人的工资高于最低生活成本。</p>

**Question:** 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>5.5 1st follow up audit on 19 Sep. 2023, Result: Open</p> <p>Finding: The main auditee did not respect this</p>	<p>2023年9月19日第一次跟进审核结果：未关闭。主要被审核方（生产商）未遵守该原则，原因是被审核方因风险意识不足未给所有员工提供法定保</p>

Finding	
<p>principle because the main auditee didn't provide enough legal social insurances for all employees due to insufficient risk awareness, such as during buy social insurance period in Sep 2023, total 21 employees worked in the main auditee, including 4 employees who have reached retirement age, the main auditee only provided retirement insurance, medical insurance, unemployment insurance, child-bearing insurance and injury insurances for 2 remaining employees.</p> <p>Remark: The auditee did not provide commercial accident insurance to employees.</p> <p>It violated Labor Law of the People's Republic of China (2018 Amendment), Article 72 &amp; Article 73</p>	<p>险，例如在2023年09月购买社保期间，工厂总共有21名员工在被审核方工作，其中有4名达到退休年龄的员工，工厂仅给剩余工人中的2名员工提供了养老保险、医疗保险、失业保险、生育保险及工伤保险。</p> <p>备注：工厂未给员工提供商业意外险。</p> <p>违反了中华人民共和国劳动法（2018修正），第七十二条及第七十三条</p>



### PA 6: Decent Working Hours

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Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>6.2 1st follow up audit on 19 Sep. 2023, Result: Open</p> <p>Finding: The main auditee did not respect this principle because workers' monthly overtime hours exceeded legal requirement due to ineffective control.</p> <p>Based review the workers' attendance records from Sep. 01, 2022 to the audit day (Sep. 19, 2023) provided by the main auditee and employees interview, and it was noted that all sampled workers' monthly overtime hours exceeded 36 hours, and the maximum monthly OT hour reached 82H in Jul. 2023 (including 42 normal overtime hours and 40 weekend overtime hours), the daily OT hour was 0-2H. And the maximum weekly working hour was 58H. In addition, one day off per seven days for all workers was ensured.</p> <p>It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41</p>	<p>2023年9月19日第一次跟进审核结果：未关闭。</p> <p>主要被审核方（生产商）未遵守该原则，原因是员工的月加班时间未有效管控导致超过法规要求。</p> <p>根据工厂提供提供员工2022年09月01日至审核当天（2023年09月19日）的考勤记录及工人访谈，所有抽样工人的月加班均超过36小时，最大月加班时间发生在2023年07月，达到82小时（包含工作日加班42小时和周末加班40小时），日加班0-2H。最大周工时58H。此外，所有工人均保证七休一。</p> <p>违反了中华人民共和国劳动法（2018修正）第四十一条</p>



### PA 7: Occupational Health and Safety

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