

Monitored Party xxxxxxxxxxxxxxxxxx	amfori ID 156-039383-000	Address xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxx China
		Monitoring Partner TÜV SÜD
Monitoring Activity amfori Social Audit -Manufacturing	Monitoring Type Follow-up Monitoring	Submission Date 27/08/2024
Monitoring Start Date 19/08/2024	Closing Meeting Finished Date 27/08/2024	
Expiration Date 31/08/2025	Announcement Type Fully Announced	
Site xxxxxxxxxxxxxxxxxx	Site amfori ID 156-039383-001	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination	A	
PA 5: Fair Remuneration	B	
PA 6: Decent Working Hours	D	

PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

## GENERAL DESCRIPTION

Name of lead auditor: Alex Lee:

APSCA membership number: CSCA 21700804

Name of team auditor (if applicable): N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): N/A

Monitoring partner name: TÜV SÜD

Audit schedule details: The audit is planned for 1 auditor x 1 day on August 19, 2024. Announcement Type: Announced  
This is a follow-up audit. The audit scope covers the PA1, PA2, PA5, PA6, PA7 and PA10 of amfori BSCI audit. The auditor takes advantage of triangulation audit methodology to verify the compliance status of the mentioned performed areas, which include management interview, worker interview, worker representative interview, site observation and document review.

Business partner information:

xxxxxxxxxxxxxx was established on April 16, 2021, the business license number is 91xxxxxxxxxxxxxx. The factory address is at xx China. The occupied structure area was about 1,688 square meters. The main business products are cellphone charging cable. The main operation includes cutting, soldering, injection, assembly and packing, etc.

Audited location information:

The factory rents the production site. It occupies 2F of one 4-storey production building as cutting, soldering, injection, assembly and packing workshops, warehouse, rest area for dinning and rest, office.

As for the 1F3F/4F of the same 4-storey production building that the 2F is used by the auditee, the first floor is used by one plastic factory named “xxxxxxxxxxxxxx and the main operation is goods trading without production, the 3F/4F are used by one factory named “Lianjiang Qichuang Electronics Co., Ltd.” and its main products are electronics products. Their factory names are posted in the working area. No exchange of worker is noted on the day of audit. No dormitory and canteen/ kitchen are available in the factory. The building used by the audited factory was rented from the other factory, and the lease contract was provided for review during the audit.

Operating shifts and hours:

There is no apparent peak or low season for the factory. The time records after previous month (August 2023) from September 01, 2023 to audit date are available for review and those of Nov. 2023, Mar. 2024 and Jun. 2024 are taken as samples. The normal weekly working hours are 40 hours. The regular working hours of all employees were 5 days and 8 hours per day from Monday to Friday per week. one shift with the working hour for all employees is 8:00-12:00 and 13:30-17:30. The production workers would conduct overtime work on weekdays for 0-1 hour and conduct overtime work on Saturdays for 8 hours depend on production requirements sometimes. The employees are guaranteed with 7th day of rest. Overtime work is conducted on voluntary basis as per worker interview. The monthly overtime hours exceed legal limit of 36 hours. No inconsistency among working hours is detected between the provided time records and production records.

Time recording system:

The factory uses finger printing or face recognition time recording equipment to record the working hours.

Salary payment details:

Employees are paid at hourly rate. Wages are issued at the end of each month by cash. Payroll records after previous audit (in August 2023) from September 2023 to June 2024 (most current completed month) for review and those months of Nov. 2023, Mar. 2024 and Jun. 2024 are selected as samples. The lowest basic wages paid for workers were RMB15.0 per hour which was higher than the local legal standard RMB1720 per month/RMB9.89 per hour. The overtime work is paid by 150% and 200% of normal rate for weekday and rest day overtime respectively. No overtime work is arranged on statutory holiday. No illegal deduction is noted. Wages are issued in time and sufficiently.

Worker number information:

There are totally 48 employees at the facility, which include 7 males and 41 females. 7 of them are management and staff. 41 are production workers, which include 6 males and 35 females. All of them are over 18 years old and no child labor or

young worker is observed. They are all permanent employees, no temporary worker, agency worker, apprentices, contractor worker or intern worker are noted. No foreign or domestic migrant workers are used. No vulnerable workers such as pregnant, seasonal, home-based workers, disabled, etc. currently at the factory.

Good practices:

Subsistence allowance with RMB500 per month was provided to the employees monthly.

Worker organization details:

There is no labor union at the factory. 2 worker representatives are available.

Circumstances:

1. There is no staffing agency, contractor used, and no signed collective bargaining agreement or government waiver, and then not applicable to upload the documents.
2. There is Personal Information Protection Law in China. Hence, the personal information of employees is removed from the uploaded documents.
- 3, The fire permit and structural license of the production building was not provided for review.
- 4, The EIA document was not required for this kind of factory, while the Stationary pollution source pollution discharge registration was provided for review.

Summary of findings: There are findings under PA1, 2, 5, 6, 7, 10 captured during the audit, please refer to the specific PAs for details.

Living wage calculation: #For living wage, we do not use the data on GLWC website, but the calculation method still follows Anker's methodology. The data were mainly manually collected through local market investigation and worker interview by auditor.

SITE DETAILS

Site  
xxxxxxxxxxxxxx

Site amfori ID  
156-039383-001

GICS Classification

Sector Information Technology	Industry Group Technology Hardware & Equipment	Industry Electronic Equipment, Instruments & Components
Sub Industry Electronic Equipment & Instruments		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

# METRICS

## Key Metrics

Total workforce	48	Workers
Legal minimum wage in local currency	1,720	Monthly
Lowest wage paid for regular work at the site	3,110	Monthly
Calculated living wage in local currency	2,437.98	Monthly
Total sample	6	Workers

## Other Metrics

Male workers	7	Workers
Female workers	41	Workers
Permanent workers - Male	7	Workers
Permanent workers - Female	41	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	0	Workers
Management - Female	2	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	7	Workers
Workers hired directly - Female	41	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Pregnant workers	0	Workers

Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Sample - Male	1	Workers
Sample - Female	5	Workers

## FINDINGS



### PA1: Social Management System

Site: xxxxxxxxxxxx | Site amfori ID: 156-039383-001

**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>	
Through management interview, worker representative interview, worker interview, document review and site observation, this part was partial compliance because that only partial implementation was effective: the factory has established social compliance policy and procedures based on BSCI standards, and conforms to BSCI requirements and relevant local law requirements in some performance areas. However, the facility has the opportunity for improvement of the management system to implement the BSCI Code of Conduct since some non-compliances are found in the performance areas such as PA1, 2, 5, 6, 7, 10. The factory management stated that the social performance needed to be further improved.	根据管理人员访谈、员工代表访谈、员工访谈、文件查看及现场查看，这个部分为部分符合的原因是仅有部分实施是有效的：工厂已基于BSCI标准建立起了社会责任政策和程序，在部分执行领域符合BSCI要求和相关的法规要求。但是当前审核在几个执行领域，如PA1, 2, 5, 6, 7, 10发现一些不符合点，因此工厂BSCI管理体系尚有改善空间。工厂管理层称其社会责任绩效还要进一步改善。

**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>	
Through management interview, worker representative interview, worker interview, document review, this part was partial compliance because that only partial implementation was effective: the factory had established the monthly/weekly production plan to arrange the working time reasonably. However, they did not organize its workforce capacity to meet the expectations of the delivery order and/or contracts, so that employees' overtime hours exceeded legal limit. The factory has not conducted production capacity analysis to effectively support the available production plan. In addition, the factory has not provided production cost calculation records and the monthly overtime hours exceed 36 hours for 6 out of 6 sampled workers in 3 out of 3 sampled months. The	根据管理人员访谈、员工代表访谈、员工访谈、文件查看，这个部分为部分符合的原因是仅有部分实施是有效的：工厂有制定月/周生产计划以合理安排工作时间。但没有进行良好的生产组织来达成交付订单和/或合同预期，工厂没有进行产能分析以有效支持现有的生产计划。另外，工厂没有提供成本计算记录且所有6名抽样员工中的6名员工在抽样的三个月的月加班时间都超过36小时。工厂管理层称这是因为他们没有采取更加有效的措施来控制加班，他们会尽快制定计划和采取措施。（违反了BSCI行为准则。）



### Finding

management stated that this was since they did not take more effective actions to reduce overtime hours, they would establish the plans and take actions as soon as possible. (It violates BSCI code of conduct.)

## PA 2: Workers Involvement and Protection

Site: xxxxxxxxxxxxxx | Site amfori ID: 156-039383-001

**Question:** 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

### ENGLISH

### LOCAL LANGUAGE

### Finding

As per management interview, worker representative interview, worker interview and document review, this part was partial compliance because that only partial implementation was effective: the factory had defined long term goals for the protection of workers, the worker representatives were involved in defining the long-term goals. However, the factory has not assigned the person(s) to responsible for achieving the set long term goals and the factory has not periodically monitored the progress of the set long term goals. The management stated they ignored the requirement and they would correct it as soon as possible. (It violates BSCI code of conduct.)

根据管理人员访谈、员工代表访谈、员工访谈及文件查看，这个部分为部分符合的原因是仅有部分实施是有效的：工厂已经建立了保护员工的长期目标，员工代表有参与保护员工的长期目标的制定。但是，工厂没有指定责任人来负责实现这些长期目标并且工厂没有定期评估其设定的长期目标的达成情况。工厂管理层称他们忽略了这些要求且会尽快改善。（违反了BSCI行为准则。）

## PA 5: Fair Remuneration

Site: xxxxxxxxxxxxxx | Site amfori ID: 156-039383-001

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

### ENGLISH

### LOCAL LANGUAGE

### Finding

Through management interview, worker representative interview, worker interview and document review, this part was non-compliance because that no mechanism to ensure all employees are covered by social insurance: There were 48 employees at the factory. The factory can

根据管理人员访谈、员工代表访谈、员工访谈及文件查看，这个部分为不符合的原因是因为工厂没有机制来确保所有员工购买社保：工厂现有员工48人。每月底可以申报增加社保购买人员。工厂当没有临时工、派遣工、达到退休年龄员工和新进员工。根据所提供的2024年7月的社保缴费信息，仅

Finding

add employees for the social insurance at the end of each month. No temporary worker, dispatching, retired or newly joined workers were working at the factory. Based on the provided social insurance information of July 2024, only 29.2% employees (14 out of 48 employees) were covered by retirement insurance, medical insurance, maternity insurance, unemployment insurance and work-related injury insurance. The management stated that some employees who have not bought social insurance because they did not want to bear the personal cost of the social insurance as well as they have bought new rural pension insurance, but the factory will encourage employees to participate in social insurance so as to increase the coverage of social insurance step by step. (Remark: The factory has bought a group commercial accident insurance for 26 employees, which was valid from January 30, 2024 to January 29, 2025.) (In accordance with China Labor Law, Article 72.)

29.2%的员工（48名员工其中14名员工）购买了养老保、医疗保险、生育保险、失业保险和工伤保险。管理层称部分没有购买的员工是因为他们不愿承担社保个人支出的费用，并且他们已购买新农保，但是工厂会鼓励员工购买社保以逐步提高社保参保比例。（备注：工厂为26名员工购买了商业团体意外伤害保险，有效期是2024年1月30日至2025年1月29日。）  
(根据《中华人民共和国劳动法》第七十二条。)

PA 6: Decent Working Hours

Site: xxxxxxxxxxxx | Site amfori ID: 156-039383-001

**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
<p><b>Finding</b></p> <p>Through document review, management interview, worker representative interview and worker interview, this part was non-compliance because that excessive monthly overtime hours were observed for 6 out of 6 sampled workers in 3 out of 3 sampled months, it's a systemic deviation existing in the working hours management system: No obvious peak or low season in the factory, the factory provided all workers' time records from 01 September 2023 (the month after previous audit on Aug. 2023) to audit date for review and the time records of 3 months were sampled to review. The factory normally arranged overtime work on regular working days for 1 hour and on rest days for 8 hours depend on production requirements, no overtime arranged on legal holidays, all the overtime work was arranged on voluntary basis. However, it was noted that workers' monthly</p>	<p>根据文件查看、管理人员访谈、员工代表访谈和员工访谈，这个部分为不符合的原因是6名抽样员工有6名在抽样的三个月加班时间都过多，工时管理制度存在系统性缺失：工厂没有明显的淡旺季，工厂提供了所有员工从2023年9月1日（上次2023年8月审核之后的月份）至审核当天的考勤记录以供审核，通过抽样查看3个月的考勤记录，工厂根据生产需求平时每天加班1小时，休息日每天加班8小时，法定假日不加班，并且员工所有加班都是自愿的。但是审核发现员工的月加班超过当地法规要求，根据查看从生产部随机抽取的6名员工中的6名的2023年11月（随机月），2024年3月（随机月）以及2024年6月（最近一个完成月）的考勤记录发现，6/6名抽样员工在2023年11月，6/6名抽样员工在2024年3月和6/6名抽样员工在2024年6月的月加班都超过36小时，最高月加班在2023年11月达到54小时，在2024年3月达到61小时，在2024年6月达到59小时。管理层解释他们人手不足并且最近一年生产订单较多。</p>

## Finding

overtime hours did not meet local legal requirement, based on the time records of 6 randomly sampled workers from production department of November 2023 (random month), March 2024 (random month) and June 2024 (the most recent completed month) review, it was noted that 6 out of 6 sampled workers' monthly overtime hours exceeded 36 hours in Nov. 2023, 6 out of 6 sampled workers' monthly overtime hours exceeded 36 hours in Mar. 2024 and 6 out of 6 sampled workers' monthly overtime hours exceeded 36 hours in Jun. 2024, the maximum monthly overtime hours were up to 54 hours in Nov. 2023, 61 hours in Mar. 2024 and 59 hours in Jun. 2024. The management stated that their manpower was insufficient and there were many production orders in the recent one year. (In accordance with Labor Law of the People's Republic of China (1995), Article 41.)

（根据《中华人民共和国劳动法》第四十一条。）

## PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxx | Site amfori ID: 156-039383-001

**Question:** 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

### ENGLISH

### LOCAL LANGUAGE

## Finding

Through management interview, worker representative interview, worker interview, site observation and document review, this part was partial compliance because that only partial implementation was effective: the auditor had found some satisfactory evidence such as the factory had set up OHS management system and they had regularly collected and updated the regulations related to OHS, and the OHS such as fire safety management system was established. But the factory did not fully comply with applicable laws and regulations due to some OHS issues were found as below regarding PPE not used correctly, no pre-job/on-job/off-the-job occupational disease physical examination, no label for chemicals, no fire license or fire registration document of the production building, no completion of construction proof of inspection for the production building. The management stated that they would correct all

根据管理人员访谈、员工代表访谈、员工访谈、现场观察和文件审核，这个部分为部分符合的原因是仅有部分实施是有效的：审核员找到了一些符合的证据，比如工厂建立了职业健康安全的管理体系并定期收集和更新了职业健康与安全相关的法规，并且职业健康安全比如现场消防安全管理体系已经建立。但是由于发现了以下关没有正确佩戴劳保用品，无岗前/岗中/离岗职业健康体检，化学品无标识，无消防验收报告或消防备案文件，无建设工程竣工验收报告等职业健康安全问题的点，因此工厂没有完全遵守所有的法律法规。工厂管理层称他们会尽快改善以下所有健康安全问题点。

Finding	
below non-compliances regarding health and safety.	

**Question:** 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
Finding	
As per management interview, worker representative interview, employee interview, document review, the factory partially meets the requirement: 14 out of 48 workers are covered by work-related injury insurance per social insurance record of July 2024, 26 out of 48 workers are covered by commercial injury insurance, while the other 8 employees applicable to work-related injury insurance are not provided with any kind of accident insurance per available records. It violates BSCI code of conduct.	根据管理人员访谈、员工代表访谈、员工访谈、文件查看，工厂部分符合该条款：2024年7月的社保系统的工伤险记录显示48名员工中共有14名员工参加了工伤保险，48名员工中有26名员工购买了商业意外险，但工厂没有为其他8名员工购买工伤保险。违反了BSCI行为准则。

**Question:** 7.3 Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
Through management interview, worker representative interview, employee interview, document review and site observation, this part was partial compliance because that only partial implementation was effective: auditor had found some satisfactory evidence such as: Risk assessment regarding OHS was conducted and the workplace occupational hazard factors testing report was provided for review. However the factory did not provide legally required pre-job, on-job and off-job occupational health examination for workers exposed to occupational hazards. (PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2018), Article 35) The management stated that they would provide pre-job, on-job and off-the-job occupational disease physical examination to workers as soon as possible.	根据管理人员访谈、员工代表访谈、员工访谈、文件查看及现场走访，这个部分为部分符合的原因是仅有部分实施是有效的：审核员找到了一些符合的证据，比如：工厂进行了职业健康安全风险评估，并提供了工作场所职业危害因素检测报告。但是工厂没有给接触职业危害的员工提供法规要求的岗前、岗中和离岗职业病体检。(中华人民共和国职业病防治法 第三十五条) 管理层称他们会尽快给接触到职业危害的工人提供离岗前、岗中和岗职业健康体检。

**Question: 7.6** Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
<p><b>Finding</b></p> <p>Through management interview, worker interview, worker representative interview, document review and onsite observation, this part was partial compliance because that only partial implementation was effective: auditor had found some satisfactory evidence such as PPE usage management procedure was established, the factory had provided training to employees on how to use PPE, proper PPE were provided to workers and some of workers were wearing the provided PPE correctly while working. However, it was noted that 1 out of 10 sampled worker was not wearing PPE correctly in the production workshop, one worker who contacted excessive noise in the injection assembly area at 2F of the production building was not wearing provided earplugs while working. The management stated that they had provided sufficient and proper PPE to relevant workers, but the workers' protection awareness for occupational hazard was weak, so they would correct it as soon as possible. (In accordance with PRC Work Safety Law (2002), Amendment (2014), Article 42.)</p>	
	<p>根据管理层访谈、工人访谈、工人代表访谈、文件审核和现场观察发现，这个部分为部分符合的原因是仅有部分实施是有效的：审核员找到了一些符合的证据，比如工厂已经建立了劳保用品使用的管理程序，有给员工提供劳保用品使用的培训，合适的劳保用品已经给到工人并且部分员工工作期间都有正确佩戴工厂提供的劳保用品，但是审核发现在生产车间抽样的10名工人中的1名没有正确佩戴劳保用品，1名工人在生产楼2楼的组装区域接触到噪声，但是这名工人在工作期间没有佩戴工厂提供的耳塞。管理层称他们已经提供了足够且适当的劳保用品，但是员工对职业危害的防护意识不足，因此他们会尽快改善。（根据《中华人民共和国安全生产法》第四十二条。）</p>

**Question: 7.7** Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
<p><b>Finding</b></p> <p>Based on management interview, worker representative interview, worker interview, document review and onsite observation, this part was partial compliance because that only partial implementation was effective: auditor had found some satisfactory evidence such as they had set up chemical safety management system, safety labels were marked on some of chemical containers and functional eye washers were installed near all chemical storage and usage areas. MSDS was available in chemical storage and usage areas, secondary containers were provided to chemicals. However, 2 out of 5</p>	
	<p>根据管理层访谈、工人代表访谈、工人访谈、文件审核和现场观察发现，这个部分为部分符合的原因是仅有部分实施是有效的：审核员发现了一些符合的证据，比如工厂建立了化学品安全管理体系，部分化学品容器上已经张贴安全标签并且所有化学品储存和使用现场都安装了功能正常的洗眼器。化学品储存区与使用区的化学品都有物料安全资料表，给化学品提供了二次容器。但是，在生产车间抽样的5个化学品中有2个没有标签清楚。（根据《工作场所安全使用化学品规定》第14条）</p> <p>管理人员表示，一些工人对化学品使用和储存的意识较弱，他们将尽快纠正。</p>

Finding	
sampled chemicals in production workshops were not labelled clearly. (In accordance with The Regulation For Chemical Usage Safety in Work Place, Article 14.) The management stated that some workers' awareness for chemical usage and storage was weak they would correct it as soon as possible.	

**Question:** 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>As per management interview, worker representative interview, worker interview and onsite observation, this part was partial compliance because that only partial implementation was effective: auditor had found some satisfactory evidence such as the equipment and factory building was seemingly stable and safe, building was inspected regularly. However: 1. The factory does not provide fire license or fire registration document of the production building for review. Remark: No document that could verify the year of construction of the production building was available. No inspection report on fire facilities issued by qualified third party was available for review. (PRC Fire Protection Law (1998) Amendment (2019), Article 13)</p> <p>2. The factory did not provide the completion of construction proof of inspection for the used building (production building). Remark: No document that could verify the year of construction of the production building was available. No building structure safety report issued by qualified third party was available for review. (In accordance with PRC Construction Law (1998), Amendment (2011), Article 61.)</p> <p>The management claimed that they would try their best to obtain the fire license or fire registration document and the completion of construction proof of inspection for the building they used as soon as possible.</p>	<p>根据管理人员访谈、员工访谈、员工代表访谈、查看文件和现场观察，这个部分为部分符合的原因是仅有部分实施是有效的：审核员找到了一些符合的证据，比如工厂设备和厂房外观上稳固、安全，且工厂定期对建筑物进行检查。但是：1. 工厂没有提供生产楼的消防验收报告或消防备案文件。备注：没有能证明建筑建设年份的文件，没有提供第三方机构出具的消防设施检查报告。（根据《中华人民共和国消防法(1998)修正案(2019)》第十三条）</p> <p>2. 工厂未能提供其所使用的建筑物（生产楼楼）的建设工程竣工验收报告。备注：没有能证明建筑建设年份的文件。没有提供第三方机构出具的结构安全报告。（根据《中华人民共和国建筑法》第六十一条。）</p> <p>工厂管理层称他们会尽最大努力尽快获得其使用的建筑物的消防验收报告或消防备案文件和建设工程竣工验收报告。</p>

## PA 10: No Precarious Employment

Site: xxxxxxxxxxxx | Site amfori ID: 156-039383-001

**Question:** 10.1 Is there satisfactory evidence that auditee employment relationships are not precarious for the workers?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

As per management interview, worker representative interview, worker interview and document review, this part was rated as partially due to auditor had found some satisfactory evidence such as the factory had set up management procedure regarding prevention precarious employment as per amfori BSCI COC and local regulations, the factory had signed labor contracts with all employees and the factory had purchased the social insurance and commercial insurance to some employees. However, the coverage of legally required social insurances for the employees was less than 100%, details refer to PA5.5. This violated amfori BSCI COC. The management claimed that they will encourage employees to participate in social insurance so as to achieve full coverage of social insurance step by step.

根据管理人员访谈、员工代表访谈、员工访谈和查看文件，这一问题点被判为部分符合，因为审核员发现了一些符合的证据比如工厂已根据amfori BSCI行为准则和当地法规建立了预防无保障就业管理程序，工厂与所有员工都签订了劳动合同，并且工厂已经为部分员工购买了社保和商业保险。但是，工厂给员工购买的法规要求的社保覆盖率不足100%，详见PA5.5。这违背了amfori BSCI行为守则。管理层称他们会鼓励员工购买社保以逐步实现全员参加社保。