

---

Auditee :	<b>Dongguan Sphere sports Co., LTD.</b>
Audit Date From :	<b>04/09/2020</b>
Audit Date To :	<b>04/09/2020</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>SGS</b>
Auditor's Name(s) :	<b>Cindy Huang(Lead)</b>
Auditing Branch (if applicable) :	<b>SGS CHINA</b>

---



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
Access [www.bsciplatform.org](http://www.bsciplatform.org), for entitled users only.

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.

This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence
<b>A</b> Very Good	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> These are three examples: A B B B A A A A A A A B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>B</b> Good	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> These are three examples: A A A A A A B B B B B B B A A A A A B B B B B B B C B B B B B B B B B B C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>C</b> Acceptable	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A C C C C A A A A A B B B C C C D C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>D</b> Insufficient	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>E</b> Unacceptable	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> These are three examples: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	A Zero Tolerance Issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.

**Main Auditee Information**



Name of producer :	<b>Dongguan Sphere sports Co., LTD.</b>		
DBID number :	<b>404196</b>		
Audit ID :	<b>191639</b>		
Address :	<b>Floor 2 Building1#, Heqian Road, Chashan Town, Dongguan</b>		
Province :	<b>Guangdong</b>	Country :	<b>China</b>
Management Representative :	<b>Xiuli Fan</b>		
Contact person:	<b>Xiuli Fan</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Others</b>	Product group :	<b>Others</b>
Product Type :	<b>Sportswear, sport products</b>		

**Audit Details**



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 04/09/2021

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	B	D	A	A	A	A	A	A	A

**Executive summary of audit report**

Dongguan Sphere sports Co., LTD. was founded on 18 Oct. 2018 and specialized in manufacturing Sportswear, sport products. The audited factory used 2nd floor of one 4-storey production building as workshop, warehouse and office. No kitchen/canteen and dormitory provided by the factory. The main processes were cutting-heat transfer printing-sewing-ironing-packing. The business license number of the factory was 91441900MA52D7GH9G. The management of facility provided support to the audit team so that the audit had been carried out smoothly during the audit. Mr. Xiuli Fan/Factory Director and Mr. Shankui Wang/Workers' representative attended the opening and closing meeting. Mr. Xiuli Fan/Factory Director signed the onsite CAP and he agreed to take corrective action for all the findings. The interviewed workers were assured of confidentiality and they all spoke freely of their views of the factory. All workers said they were satisfied with their employment in the factory. Workers' working hours were recorded by fingerprint attendance recorder. All workers were paid by hourly rate. There was one shift arranged for all workers, the normal working hours in the factory were 8 hours per day, 40 hours per week. The factory paid RMB 1770/month as minimum wage to workers, which was above local legal requirement. This audit was conducted by Cindy Huang (APSCA number: RA 21701969).

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Dongguan Sphere sports Co., LTD.</b>	Legal status :	<b>Ltd company</b>
Local Name :	东莞市索菲亚运动制品有限公司 (统一社会信用代码:91441900MA52D7GH9G)	Year in which the auditee was founded :	<b>2018</b>
Address :	<b>Floor 2 Building1#, Heqian Road, Chashan Town,</b>	Contact person (please select) :	<b>Xiuli Fan</b>
Province :	<b>Guangdong</b>	Contact's Email :	<b>production@sphereresources.net</b>
City :	<b>Dongguan</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>Nil</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>www.sphere-sports.com</b>
GPS coordinates :	<b>N23°4'34",E113°50'54"</b>	Total turnover (in Euros) :	<b>1000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Others</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>1000000 pcs per year</b>
Product Group :	<b>Others</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Sportswear, sport products</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>23</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>11</b>	<b>12</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>1</b>	<b>0</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>0</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>9</b>	<b>10</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>11</b>	<b>12</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>0</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>0</b>	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 191639] Audit Date: 04/09/2020 PA Score: D

Deadline date:01/03/2021

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

Consolidated finding: The factory set up completed policy and procedure on social accountability. For example, the procedures on hiring, working hour, benefit, dealing with grievances, training workers, promoting ethical behavior were established by the factory. Mr. Xiuli Fan/Factory Director was amfori BSCI management representative and took whole charge of amfori BSCI affairs in the factory. The factory had conducted internal audit on social accountability. The factory established supplier social performance management procedure. The factory would consider the suppliers' performance on social accountability when selecting suppliers. The factory had conducted assessment for the main suppliers on their social accountability, and communicated the requirement of amfori BSCI to main suppliers. However, gaps had been identified in implementation as follows:

综合概况: 工厂建立了完整的社会责任政策和程序, 例如程序中包括招聘, 工时, 福利, 申诉系统, 员工培训, 反腐败等内容。范秀利/厂长被工厂指定为amfori BSCI管理者代表, 统筹整个工厂的amfori BSCI事务。工厂有进行社会责任内审。工厂建立了供应商社会责任管理程序, 在选择供应商时, 工厂同样考虑到了其社会责任表现, 工厂有对主要供应商进行社会责任评估, 且有将amfori BSCI要求传达给主要供应商。但是发现工厂在系统执行方面和amfori BSCI要求有差距:

- 1.1 - Finding: The main auditee partially respects this principle because 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 Workers Involvement and Protection, Wages and Health&Safety.  
主要被审核方(生产商)部分遵守原则, 原因是工厂有按照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, 导致在员工参与和保护, 工资和健康安全方面出现问题。
- 1.4 - Finding: The main auditee partially respects this principle because the factory had implemented capacity planning, but due to the working hour man arrangement system implementation level was not completed, lead to workers' overtime hours exceeded legal requirement.  
主要被审核方(生产商)部分遵守原则, 原因是工厂执行了产能规划, 但是由于工时管理系统执行层面不完善, 导致加班超过法规要求。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 191639] Audit Date: 04/09/2020 PA Score: A

Deadline date:01/03/2021

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

Consolidated finding: Training policy is established in factory, which cover the training needs of all workers in rights & responsibilities, health, grievance mechanism, etc. Training plan and records were provided during the audit, the factory provided amfori BSCI training to all employees on 13 Jul. 2020. Amfori BSCI code and factory policy/rules were posted in the factory. The factory established grievance mechanism, which included grievance channels, dispose timeline and etc. However, gaps had been identified in implementation as follows:

综合概况: 工厂建立了培训政策, 包括员工需要了解的权利与义务, 健康安全, 申诉机制等。审核过程中工厂提供了培训计划及培训记录, 工厂在2020年7月13日对所有员工进行了amfori BSCI培训。Amfori BSCI行为准则, 公司政策, 厂纪厂规被张贴在工厂。工厂有建立申诉政策, 包括申诉渠道, 申诉处理时限等。不过, 工厂在以下方面和amfori BSCI要求尚有差距:

- 2.5 - The main auditee partially respects this principle because the factory had established grievance mechanism for internal workers including anonymous feedback and complaint through suggestion box, but there was no communication channel for local communities.  
主要被审核方(生产商)部分遵守原则, 原因是被审核方建立了针对内部员工的申诉机制包括通过意见箱的匿名反馈及投诉等, 但未针对外部当地社区建立沟通渠道。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 191639] Audit Date: 04/09/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

Consolidated finding: There was 1 workers' representative elected by the workers in the factory, and he met the management regularly. Based on the interview statement of the workers' representative, he was not discriminated by the factory. He could access to workers and workplace freely. The factory respects workers' right to bargain collectively, no collective bargain was happened in factory.

综合概况: 工厂有1名有工人投票选举的工人代表, 工人代表有定期和管理层开会。根据工人代表访谈, 在该工厂, 工人代表不会被歧视, 他可以随时进入车间和员工沟通。工厂尊重工人集体谈判权, 工厂未发生过集体谈判。

**Remarks from Auditee:**

<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 191639] Audit Date: 04/09/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Consolidated finding: The factory made one policy on anti-discrimination. The policy defined that the factory would not discriminate workers by race, gender and ages etc. The management and workers also knew the scope of discrimination. According to interview statement with workers, workers could use the grievance system through suggestion boxes or tell worker representatives once workers' right was infringed. The policy on discipline measures made by the factory was in line with legal and amfori BSCI requirement.</p> <p>综合概况：工厂制定了反歧视的政策，反歧视政策中表明工厂不会因为种族，性别，年龄等原因对员工区别对待，管理人员和员工也了解歧视的范畴。依照员工访谈，若员工的权利受到任何侵害，员工可以通过意见箱或和员工代表反馈的形式进行投诉。通过查看工厂的惩戒措施程序，其描述的措施均符合法规和amfori BSCI要求。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 191639] Audit Date: 04/09/2020 PA Score: B	Deadline date:01/03/2021
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Consolidated finding: The factory had set up wages and benefit paying system, which met legal requirement. Based on the wage records from Aug. 2019 to Jul. 2020 provided by the factory, all workers were paid by hourly rate, the minimum wage was RMB1770/month, which was above local legal requirement (RMB1720/month). Different workers had different position allowance based on their working ability. And during the audit, the factory assessed the local decent living stand, the wages paid to workers were more than the living standard. The factory provided paid annual leave and statutory holiday to workers according to legal requirement. The wage was issued on the end of each month by cash. All these processes and evidences were cross checked by document review, worker interview and management interview. However, gaps had been identified in implementation as follows:</p> <p>综合概况：工厂制定了工资支付政策和福利政策且符合法规要求。根据工厂提供的2019年8月至2020年7月的工资记录显示，所有工人工资均为计时，最低工资为人民币1770/月，高于当地法规要求（人民币1720/月）。不同的工人根据其工作能力有不同的岗位津贴。依据审核时的评估，工厂给员工提供的总工资超过了当地的体面生活标准。工厂按法规要求提供了带薪年假和法定假给工人。工厂每月月底以现金的形式发放工人工资。以上过程均用文件，访谈等方式进行核实过。不过，工厂在以下方面和amfori BSCI要求尚有差距：</p>	
<p><b>5.5 - Finding:</b> The main auditee does not respect this principle because based on the social insurance payment records of Aug. 2020 provided by the factory, it was noted that the factory provided all 5 kinds of social insurance required by law to only 5 employees, but there were total 23 employees in the factory during the audit.</p> <p>主要被审核方（生产商）未遵守原则，原因是根据工厂提供的2020年8月的社保缴费记录，工厂只给5名员工提供了法规要求的5种社保，但审核期间，工厂共有23名员工。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 191639] Audit Date: 04/09/2020 PA Score: D	Deadline date:01/03/2021
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Consolidated finding: The factory established policy on working hours which met legal requirement. There was one shift arranged for all workers. During the audit, the factory provided workers' attendance records from 1 Aug. 2019 to the audit day for review. According to the policy and implementation records, workers' regular working hours were 8 hours per day, 5 days per week. Workers had right to choose working overtime or not. Furthermore, workers had at least 8 hours' rest on every day. Workers could take a rest during the work time when they felt tired. Workers rested on each Sunday. All this processes and implementation could be verified by interview and document review. However, gaps had been identified in implementation as follows:</p> <p>综合概况：工厂制定了工时政策且符合法规要求。所有工人安排一班。审核期间，工厂提供了工人2019年8月1日至审核当天的考勤记录。依照政策以及工厂实际的执行情况，员工每天正班时间为8小时，每周5天。员工有自愿选择加班的权利。工厂保证了员工每天至少有8小时的休息时间并且员工在工间如果觉得疲惫，可自由选择休息几分钟。员工每周日休息。以上均已从员工访谈以及文件信息等方面进行核实。不过，工厂在以下方面和amfori BSCI要求尚有差距：</p>	
<p><b>6.2 - Finding:</b> The main auditee does not respect this principle because workers' monthly overtime hours exceeded legal requirement. During the audit, the factory provided workers' attendance records from 1 Aug. 2019 to the audit day, based on sampling check, it was noted that all production workers' monthly overtime hours exceeded 36 hours in each month, the max. up to 84 hours in Aug. 2019.</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超过法规要求。审核期间，工厂提供了工人从2019年8月1日至审核当天的考勤记录，根据抽样发现所有生产工人每个月的月加班均超过36小时，最大在2019年8月达到84个小时。</p>	
<b>Remarks from Auditee:</b>	

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

Full Audit [Audit Id - 191639] Audit Date: 04/09/2020 PA Score: A Deadline date:01/03/2021

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

Consolidated finding: The factory established management procedure on health and safety. Mr. Xiuli Fan/Factory Director was responsible for the affairs of health and safety. The factory had collected related laws on health and safety. The factory had conduct risk assessment on health and safety for the factory area. The factory had established health and safety committee, and they had communicated the situation on health and safety by holding meeting. Wokers' representative was also the member of the health and safety committee, and had participated the risk assessment on health and safety. The factory also set up emergency treatment procedure. The first aid boxes were also available in the workshop. There were 2 trained first aiders in the factory. The factory had provided clean potable water to employees. The factory only used a few sewing machine oil. The factory didn't provide kitchen/canteen, dormitory and transportation to workers. However, gaps had been identified in implementation as follows:

综合概况：工厂制定了健康安全程序。范秀利厂长负责整体的健康与安全。工厂有收集健康安全方面的法律法规。工厂有对厂区进行健康安全风险评估。工厂成立了健康安全委员会，且有定期开会沟通健康管理情况。员工代表也是健康安全委员会成员，且有参与健康安全风险评估。在急救政策方面，工厂制定了急救政策，工厂给车间配备了药箱。工厂有2名培训合格的急救员。工厂提供了干净的饮用水给员工。工厂只使用了少量衣车油。工厂未提供食堂，宿舍和交通工具给员工。不过，工厂在以下方面和amfori BSCI要求尚有差距：

- 7.1 - Finding: The main auditee partially respects this principle because the factory had established management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But H&S issues were identified due to management negligence.  
被审核方（生产商）部分遵循该准则，原因是工厂已建立健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是由于管理疏忽，导致仍然有健康安全问题存在。
- 7.2 - Finding: The main auditee partially respects this principle because based on the social insurance payment records of Aug. 2020 provided by the factory, it was noted that the factory provided work-related injury insurance to only 5 employees, but there were total 23 employees in the factory during the audit, so the work-related injury insurance didn't cover all employees.  
主要被审核方（生产商）部分遵守原则，原因是根据工厂提供的2020年8月的社保缴费记录，工厂只给5名员工提供了工伤保险，但审核期间，工厂共有23名员工，故工伤保险未全员覆盖。
- 7.17 - Finding: The main auditee does not respect this principle because all sewing machines in the workshop were not installed with finger protection guards, and one buttoning machine was not installed with pulley protection cover.  
被审核方（生产商）未遵循该准则，原因是车间的车缝机均未安装护指环，且一台打扣机未安装皮带轮保护罩。

**Remarks from Auditee:**

**Performance Area 8 : No Child Labour**

Full Audit [Audit Id - 191639] Audit Date: 04/09/2020 PA Score: A Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

Consolidated finding: Based on checking all personnel files of workers and onsite observation, no child labor was identified in the factory. The factory checked workers' ID during recruiting. The policy of recruiting was set up by the factory, and it regulated that the factory would not recruit workers under 16 years old. Meanwhile, the factory established remediation measure of child labor in order to set up measure of recruiting child labor incidentally.

综合概况：在审核过程中，通过查阅所有员工的人事资料和现场观察，未发现有任何童工存在。员工入职时工厂会查看员工的身份证。工厂制定了招聘政策，并提到不会招聘16岁以下的员工。同时工厂制定了童工补救措施以防万一发现童工的应对措施。

**Remarks from Auditee:**

**Performance Area 9 : Special protection for young workers**

Full Audit [Audit Id - 191639] Audit Date: 04/09/2020 PA Score: A Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

Consolidated finding: The policy of young worker protection was established by the factory. The factory understood the legal requirement of young workers according to interview with management. The factory had conduct risk assessment on young workers. During the audit, no young workers were identified in the factory.

综合概况：工厂制定了未成年工的保护政策。工厂了解如何依照法规要求保护未成年工，工厂有针对未成年工进行风险评估。在审核过程中，未发现未成年工的存在。

**Remarks from Auditee:**



<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 191639] Audit Date: 04/09/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Consolidated finding: All employees were recruited by the factory directly. Labor contracts were all concluded between the factory and workers. The contracts statement included the description of working hours, training, rest time and leave etc. which were in accordance with legal requirement. Meanwhile, the factory provided a copy of contract to every worker. Based on interview statement of workers, workers understood well of the content of labor contract and no illegal employment was identified during the audit.</p> <p>综合概况: 所有员工均为工厂直接招聘。工厂和每个员工均签订了劳动合同, 劳动合同的内容包括工时, 培训, 休息时间和假期, 这些内容均符合法规要求。同时工厂提供了一份劳动合同副本给员工。通过员工访谈, 员工均了解劳动合同内容, 审核过程中, 工厂无不符合法规的用工形式存在。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 191639] Audit Date: 04/09/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Consolidated finding: The factory established the policy on anti-forced labor. The management understood well the scope of forced labor. And according to onsite observation and interview statement of workers, workers confirmed that there were no evidence showed in the factory, for example, they could resign according to legal requirement and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers. The discipline policy was also in line with legal requirement.</p> <p>综合概况: 工厂制定了反强迫劳动的政策, 工厂负责人理解哪些方式是属于强迫劳动的范畴。依据现场观察和员工访谈, 员工也很清晰地表明工厂内无强迫劳动的现象, 例如员工可以依照法规要求提出辞工而不会被克扣工资, 并且可以自由离开工厂。员工也未遇到任何被侮辱或非人道的待遇。工厂的惩戒政策也是符合法律法规要求。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 191639] Audit Date: 04/09/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Consolidated finding: The factory registered the environment impact on the government website. The factory didn't discharge industrial wastewater, waste gas and noise. The water used by the factory was come from municipal water. The factory also established the policy on saving water and implemented it all the time. The water consumption records were provided for audit review.</p> <p>综合概况: 工厂进行了环境影响登记备案。工厂未排放工业废水, 废气和噪音。工厂主要使用当地市政提供的自来水。工厂制定了节约用水政策并且正在实施, 而且工厂每个月均记录用水量来确定政策实施的效果。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 191639] Audit Date: 04/09/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Consolidated finding: The factory had established policy on anti-corruption and anti-bribery and provided training to related workers. During the audit, no misrepresentation was provided by the factory, all information could be cross checked. No negative evidence on confidential matters divulging was identified during the audit.</p> <p>综合概况: 工厂建立了反腐败和反贿赂程序并提供了培训给相关员工。审核过程中, 工厂提供的数据也均可通过其它方面进行核实, 工厂未提供任何不实信息。审核时也未发现有任何泄密的负面现象。</p>	
<b>Remarks from Auditee:</b>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	04/09/2020	191639	D	A	A	A	B	D	A	A	A	A	A	A	A	C

**Producer Photos**



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



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



Photo first aid facilities  
First aid kit.JPG

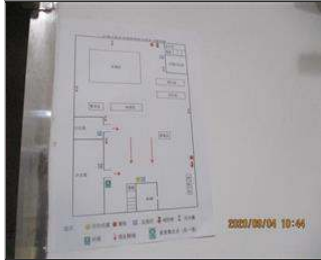


Photo of fire safety equipment  
Emergency evacuation plan.JPG



Photo of fire safety equipment  
Emergency light and safety exit sign.JPG



Photo of fire safety equipment  
Emergency light test.JPG



Photo of fire safety equipment  
Fire alarm test.JPG



Photo of fire safety equipment  
Fire extinguishers.JPG



Photo of fire safety equipment  
Hydrant and fire alarm.JPG



Photo of fire safety equipment  
Hydrant test.JPG

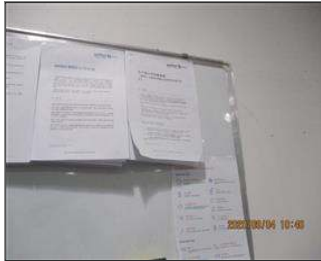


Photo of the code of conduct on display  
Amfori BSCI code posted onsite.JPG



Photo of chemical storage room (if applicable)  
Eye wash facility.JPG



Photo of chemical storage room (if applicable)  
MSDS.JPG



Photo of chemical storage room (if applicable)  
Sewing machine oil storing area.JPG



Photo of the sanitary facilities  
Potable water.JPG



Photo of the sanitary facilities  
Toilet.JPG



Photo of the personal protection equipments (if applicable)  
Metal glove for the cutting worker.JPG



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



Photo of the inside of the main production hall  
Attendance recorder.JPG



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



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



Photo of the inside of the main production hall  
Electronic protection.JPG



Photo of the inside of the main production hall  
Eye guard for the sewing machine.JPG



Photo of the inside of the main production hall  
Heat transfer printing.JPG



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



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



Photo of the inside of the main production hall  
Raw material warehouse.JPG



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



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



Photo of non-conformity  
NC The buttoning machine was not installed with pulley protection cover.JPG



Photo of non-conformity  
NC Insufficient social insurance 1.jpg



Photo of non-conformity  
NC Insufficient social insurance 2.jpg



Photo of non-conformity  
NC No finger protection guard for the sewing machine.JPG



Photo of non-conformity  
NC Overtime hours exceeded legal requirement.jpg