Auditee :	**Shenzhen Merrynice Cosmetic Utensil Co., Ltd**
Audit Date From :	**01/07/2019**
Audit Date To :	**01/07/2019**
Expiry Date of the Audit :	**Please refer to the producer profile in the amfori BSCI platform**
Auditing Company :	**Intertek**
Auditor's Name(s) :	**Alexander Wang(Lead)**
Auditing Branch (if applicable) :	**Intertek South China - Shenzhen**

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Rating Definitions

Rating	A combination of ratings per Performance Area where:	Consequence
A **Very Good**	• Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E These are three examples: A A A A A A A A A A A A A A A A A A A A A A B B B A A A A A A A B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
B **Good**	• Maximum 3 Performance Areas rated C • No Performance Areas rated D or E 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.
C **Acceptable**	• Maximum 2 Performance Areas rated D • No Performance Areas rated E These are three examples: A A A A A A A A A C C C C A A A A A B B B B C C C D C C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
D **Insufficient**	• Maximum 6 Performance Areas rated E These are three examples: A A A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
E **Unacceptable**	• Minimum 7 Performance Areas rated E These are three examples: A A A A A A E E E E E E E A A B B C D E E E E E E E E E E E E E E E E E E E E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
Zero Tolerance	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 :	**Shenzhen Merrynice Cosmetic Utensil Co., Ltd**		
DBID number :	**358380**		
Audit ID :	**155707**		
Address :	**2nd and 3rd Floor, Building B, No. 428, Shenshan Road, Huangwu Village, Tongle, Longgang Street, Longgang District Shenzhen**		
Province :	**Guangdong**	Country :	**China**
Management Representative :	**Mr. Shaobing Zeng, Admin. Manager**		
Contact person:	**Shaobing Zeng**	Sector :	**Non-Food**
Industry Type :	**Others**	Product group :	**Others**
Product Type :	**Makeup brush**		

Audit Details

Audit Range :	☐ **Full Audit**	☒ **Follow-up Audit**	
Audit Scope :	☒ **Main Auditee**	☐ **Main Auditee & Farms**	
Audit Environment :	☒ **Industrial**	☐ **Agricultural**	☐ **Small Producer**
Audit Announcement :	☐ **Fully-Announced**	☐ **Fully-Unannounced**	☒ **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 :	**01/07/2020**

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

SHENZHEN MERRYNICE COSMETIC UTENSIL CO., LTD (business license number is 91440300080105629M) is located at 2nd and 3rd Floor, Building B, No. 428, Shenshan Road, Huangwu Village, Tongle, Longgang Street, Longgang District, Shenzhen City, Guangdong Province, China. The total land area occupied by the facility was about 1700 square meters. They have started their operation at the existing location since October 2013.

A total of 99 employees including 77 female employees and 22 male employees are currently working in the facility. In view of the facilities, it rented 1/3 of the 1st floor, the 2nd and 3rd floors of one 3-storey production building using for production area, 1st floor of one 3-storey comprehensive building using for office, no dormitory or canteen was provided. Remark: Shenzhen Zhenhao Science and Technology Co., Ltd rented the 1st floor of 3-storey production building and 2nd and 3rd floors of 3-storey comprehensive building, it had independent business license, management and workers, so it was not included in audit scope.

The main product manufactured by the facility was cosmetic brush. The main production processes were listed as follows: hair shaping, Assembly and Packaging. The production capacity was 1800000 pieces per month.

Attendance records from 28 July 2018 to 1 July 2019 (audit day) were reviewed in this audit. All employees worked for 40 hours and 5 days per week; There was one shift arranged for the employees. The normal working hours were from 8:00 to 12:00, 13:30 to 17:30. Finger print scanning System was used for time keeping and employees should record time when they went in and out the workshop. As per facility management interview, the peak season was not obvious.

Payroll records from July 2018 to May 2019 were reviewed in this audit. All employees'wages were calculated on hourly-rated basis. The lowest basic wages were RMB2300 per month, which was higher than the local law's requirement. For overtime wages, 150%, 200% and 300% of basic wages were paid to employees for their overtime hours on workdays, rest days and public holidays respectively. Employees were paid by cash on or before 7th of each month after the previous wage calculation cycle.

This is a follow-up audit and no finding was noted in previous audit for Performance areas of PA2, PA3, PA4, PA8, PA9, PA10, PA11, PA12 and PA13, so these Performance areas were not audited and all checkpoints were rated as Not Rated.

Remarks: 1. The Contractor license/permit, Government waivers, Agency labour contract, Collective bargaining agreements was not applicable at the facility. Thus there was no relevant picture uploaded in the report. Also the environmental protecting documents were not reviewed as this was a follow up audit. Thus there was no relevant picture uploaded in the report.
2. APSCA Registration number for Alexander Wang: RA21703602.

Ratings Summary

Auditee's background information

Auditee's name :	**Shenzhen Merrynice Cosmetic Utensil Co., Ltd**	Legal status :	**Limited company**
Local Name :	深圳市美妮娜化妆用具有限公司 **(91440300080105629M)**	Year in which the auditee was founded :	**2013**
Address :	**2nd and 3rd Floor, Building B, No. 428, Shenshan Road, Huangwu Village, Tongle, Longgang Street, Longgang District**	Contact person (please select) :	**Shaobing Zeng**
Province :	**Guangdong**	Contact's Email :	**45991828@qq.com**
City :	**Shenzhen**	Auditee's official language(s) for written communications :	**Chinese**
Region :	**North East Asia**	Other relevant languages for the auditee :	**None**
Country :	**China**	Website of auditee (if applicable) :	**www.merrynice.com**
GPS coordinates :	**N22°42'57", E114°18'6"**	Total turnover (in Euros) :	**3937000.00**
Sector :	**Non-Food**	Of which exports % :	**90.00**
Industry :	**Others**	Of which domestic market % :	**10.00**
If other, please specify :	**Makeup brush**	Production volume :	**About1800000 pieces per month**
Product Group :	**Others**	Production cost calculation :	**Yes**
If other, please specify :	**Makeup brush**	Lost time injury calculation cost :	**No**
Product Type :	**Makeup brush**		

Auditee's employment structure at the time of the audit

Total number of workers : **99** Total number of workers in the production unit to be monitored (if applicable) : **0**

	MALE WORKERS	FEMALE WORKERS
Permanent workers	22	77
Temporary workers	0	0
In management positions	7	10
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	17	70
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	22	77
Production based workers	0	0
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report

Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 155707] Audit Date: 01/07/2019 PA Score: D — Deadline date:01/10/2019

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

The facility had set up a management system according to the BSCI Code of Conduct, and had appointed a senior manager to ensure that the BSCI values and principles are followed in a satisfactory manner. Furthermore, the facility communicated this Code to all employees by various training and bulletin board and to their suppliers by training. However, gaps were identified in this performance area, please refer to relevant checkpoint for details.
工厂有根据BSCI行为守则建立管理体系，有委派高级经理以确保充分遵循BSCI价值和原则要求，并且有通过各种培训和公告将此行为准则传达给员工和供应商。但是，在此部分有发现缺陷，具体参考相关的检查点。

1.1 - New finding. As per document review, factory tour, worker and worker representative and management interview, it was found that BSCI new Code was not carried out effectively, which resulted in the issues on management system, working hour, Remuneration, H&S, etc. Law/ COC: In accordance with BSCI COC, the facility should set up an effective management system to implement the amfori BSCI COC.
新不符项。根据文件审核,现场走厂，员工和员工代表面谈和管理层面谈，发现被审核方（生产商）BSCI新准则未得到有效执行，以致于工厂在管理系统、工时、福利以及健康安全等有问题。 法律/客户行为准则: 工厂应根据BSCI的要求建立及执行有效的管理体系。

1.4 - The finding had not been corrected during this audit. The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. Law/COC: In accordance with BSCI Social Requirements, the auditee's workforce capacity should be properly organized to meet the expectations of the delivery order and/or contracts.
此不符项没有改善。受审核方的劳动力没有被正确安排以满足客人订单的期望，因为员工加班时间超出了法律的规定，具体参考检查点6.2。 法规/行为准则：根据BSCI社会责任要求，受审核方的劳动力需要被正确安排以满足客人订单的期望。

Remarks from Auditee:
Nil

Full Audit [Audit Id - 129813] Audit Date: 26/07/2018 PA Score: C — Deadline date:27/09/2018

Good practices

None

Areas of improvement

The facility had set up a management system to implement the BSCI Code of Conduct, and had appointed a senior manager to ensure that the BSCI values and principles are followed in a satisfactory manner. Furthermore, the facility communicated this Code to all employees by various training and bulletin board and to their suppliers by training. However, a finding was identified in this performance area, please refer to relevant checkpoint for details.
工厂有建立执行BSCI行为守则的管理体系，有委派高级经理以确保充分遵循BSCI价值和原则要求，并且有通过各种培训和公告将此行为准则传达给员工和供应商。但是，在此部分有发现一个问题点，具体参考相关的检查点。

1.4 - There was no satisfactory evidence that the auditee did effective workforce planning allows the auditee to reduce unnecessary overtime. In accordance with BSCI Social Requirements 1.4, There should be satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts
没有满意的证据证明工厂有进行有效的工作规划以减少不必要的加班。 根据BSCI Social Requirements 1.4, 应当有足够的证据证明公司对员工数量合理规划以满足订单/合同要求。

Remarks from Auditee

None

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 155707] Audit Date: 01/07/2019 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
This PA was not rated due to follow up audit.
跟进审核，所以该部分不适用。

Remarks from Auditee:

Full Audit [Audit Id - 129813] Audit Date: 26/07/2018 PA Score: A Deadline date:

Good practices

None

Areas of improvement

No nonconformance was observed

Remarks from Auditee

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

1- Followup Audit [Audit Id - 155707] Audit Date: 01/07/2019 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
This PA was not rated due to follow up audit.
跟进审核，所以该部分不适用。

Remarks from Auditee:

Full Audit [Audit Id - 129813] Audit Date: 26/07/2018 PA Score: A Deadline date:

Good practices

None

Areas of improvement

No nonconformance was observed

Remarks from Auditee

Performance Area 4 : No Discrimination

1- Followup Audit [Audit Id - 155707] Audit Date: 01/07/2019 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
This PA was not rated due to follow up audit.
跟进审核，所以该部分不适用。

Remarks from Auditee:

Full Audit [Audit Id - 129813] Audit Date: 26/07/2018 PA Score: A Deadline date:

Good practices

None

Areas of improvement

No nonconformance was observed

Remarks from Auditee

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 155707] Audit Date: 01/07/2019 PA Score: B Deadline date:01/10/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall observation shows that all employees' wages were calculated on hourly rate and paid in cash on the 7th of each month after the previous wage calculation cycle. Based on the payroll records review, the lowest basic wages were RMB2300 per month, which was higher than the legal requirement. For overtime wages, 150%, 200% and 300% of basic wages were paid to employees for their overtime hours on workdays, rest days and statutory holidays respectively. All employees were provided with written and understandable information about their employment conditions in respect to wages before they enter employment, Benefits such as annual leave were provided to employees as per legal requirement. However, gaps have been identified in implementation，please refer to relevant checkpoint for details.
整体情况显示工人的工资都是按小时计算并在次月7号以现金形式发放。根据所提供的工资表，最低每月RMB2300的基本工资，高于当地的最低工资标准,加班工资分别按照150%， 200%和300%支付平时，周末和节假日.员工在入职就接受了关于工资福利待遇的介绍, 法律规定的福利待遇也提供了,如年假等. 但是，在实际的执行过程还有不足，具体参考相关的检查点.

5.5 - Through reviewing the provided social insurance receipts and relevant documents of June 2019, it was noted that there were total 99 employees, 62 of 99 employees participated in unemployment insurance, maternity insurance, employment injury insurance, and basic medical insurance,37 of 99 employees participated in basic endowment insurance. Law Requirements: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state. Social Insurance Law of the People's Republic of China, Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees.
通过查看工厂提供的社保收据和相关文件，发现工厂2019年6月共99人，99名员工中62名参加了失业保险, 生育保险, 工伤保险,, 医疗保险，99名员工中37名参加了基本养老保险。依据《中华人民共和国社会保险法》第十条， 职工应当参加基本养老保险，由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险，由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第四十四条 职工应当参加失业保险，由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险，由用人单位按照国家规定缴纳生育保险费，职工不缴纳生育保险费。《中华人民共和国社会保险法》第三十三条 职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。

Remarks from Auditee:

Nil

Full Audit [Audit Id - 129813] Audit Date: 26/07/2018 PA Score: B Deadline date:27/09/2018

Good practices

None

Areas of improvement

All employees wages were calculated on hourly-rated basis. The lowest basic wages was RMB2530 per month that was equal to local law 39 requirement. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime on public holidays. Employees were paid by cash on 7th of each month after the previous wage calculation cycle. Furthermore, the facility had provided social benefits such as annual leave and child-bearing leave, etc to eligible employees. However, a finding was identified in this performance area, please refer to relevant checkpoint for details.
所有员工工资按计时方式计算。员工最低基本工资为每月人民币2530元，等同于当地法规标准。工作日加班和周末加班分别按1.5倍和2倍基本工资计算，法定假无加班。员工工资按月在次月7号以现金形式发放。并且，工厂有提供年假和产假等法律规定的福利给相关人员， 但是，在此部分有发现一个问题点，具体参考相关的检查点。

5.5 - Through reviewing the provided social insurance receipts and relevant documents of July 2018, it was noted that there were total 68 employees, All 68(100%)employees participated in unemployment insurance, maternity insurance,employment injury insurance, basic medical insurance,34(50%)employees participated in basic endowment insurance. Law Requirements: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.Social Insurance Law of the People's Republic of China, Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees.
通过查看工厂提供的社保收据和相关文件，发现工厂2018年7月共68人，全部人（100%）参加了失业保险, 生育保险, 工伤保险,, 医疗保险，34人(50%)参加了基本养老保险。依据《中华人民共和国社会保险法》第十条， 职工应当参加基本养老保险，由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险，由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第四十四条 职工应当参加失业保险，由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险，由用人单位按照国家规定缴纳生育保险费，职工不缴纳生育保险费。《中华人民共和国社会保险法》第三十三条 职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。

Remarks from Auditee

None

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 155707] Audit Date: 01/07/2019 PA Score: D Deadline date:01/10/2019

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

The overall observation shows that 1) Finger print scanning system was used for time keeping and every employee should record when they go in and out the workshop. 2) As per management, there was no apparent peak season. 3) Based on the attendance and payroll records reviewed, employees could enjoy at least one day off after six consecutive working days. However, gaps have been identified in implementation, please refer to relevant checkpoint for details.
整体情况显示1)企业使用刷指纹系统来记录员工的上下班时间， 工人进出车间都要记录自己的进出时间。2)管理人员表示，工厂没有明显的旺季。3) 根据提供的考勤记录显示,员工每6天休息一天；但是，在实际的执行过程还有不足，具体参考相关的检查点。

6.2 - The finding had not been corrected during this audit. Through document review, auditor found that the monthly overtime hours of 8 out of 8 randomly selected employees were 76 hours in May 2019 (most current month), and the monthly overtime hours of 8 out of 8 randomly selected employees were 72-74 hours in April 2019 (random month), and the monthly overtime hours of 8 out of 8 were 82 hours in December 2018 (random month). In accordance with the PRC Labor Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and laborers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of laborers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.
此不符项没有改善。通过文件审核，审核员发现在抽取的2019年5月(当前月）的考勤中，8名随机抽取的员工中8人的月加班时间为76小时；2019年4月(随机月）的考勤中，8名随机抽取的员工中8人的月加班时间为72-74小时；2018年12（随机月)的考勤中，8名随机抽取的员工中8人的月加班时间为82小时。

Remarks from Auditee:
Nil

Full Audit [Audit Id - 129813] Audit Date: 26/07/2018 PA Score: D Deadline date:27/09/2018

Good practices

None

Areas of improvement

Electroninc card attendance recording systems are used for time keeping and every employee should scan card when they go in and out the facility. The peak season was not obvious. Workers worked overtime voluntarily. The total weekly working hours did not exceed 60 hours, the daily overtime hours did not exceed 3 hours, and employees could enjoy at least one day off after six consecutive working days. However, a finding was identified in this performance area, please refer to relevant checkpoint for details.
工厂使用电子考勤记录方式，所有员工在上下班均打卡。生产旺季不明显。员工按个人意愿加班。周工作时间不超过60小时，每天加班时间不超过3小时，并且每连续工作6天至少休息1天。但是，在此部分有发现一个问题点，具体参考相关的检查点。

6.2 - Through document review, auditor found that the monthly overtime hours of 14 out of 14 randomly selected employees were80 hours in June 2018 (current month),80-82 hours in December2017 (random month),68 hours in October 2017 (random month). Law: In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.
加班时间超过法规要求。通过文件审核，审核员发现在抽取的2018年6月份（当前月）14名随机抽取的员工中有14人的月加班时间为80小时，2017年12月份（随机月）为80-82小时，2017年10月份（随机月）为68小时。依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要， 经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

Remarks from Auditee

None

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 155707] Audit Date: 01/07/2019 PA Score: A Deadline date:01/10/2019

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:

The facility posted the evacuation plans with “You Are Here” sign on the work floors, which indicated escape routes, the location of fire extinguishers and fire hydrants, etc. The firefighting equipments were inspected on monthly rated. The electrical system of the facility was in a good condition. All switches in the electrical control panels had been labelled with warning sign. Hot water was available in the facility. Employees had received regular and recorded health & safety training such as fire drill etc. However, gap was identified in implementation. Please refer to relevant checkpoint for details.
工厂车间有张贴逃生平面图，上面有指明“我的位置”、逃生路径、灭火器和消防栓位置等。消防设施每月点检一次。工厂的电力系统良好，所有电箱开关有张贴警示标示。也有提供热水给员工。工人有定期接受健康安全培训如消防演习等。然而，工厂在该领域的实施存在缺陷之处，详细情况请参考相应的问题点。

7.1 - 1. Closed. Currently, the facility provided the qualification certificate of the principal in charge and persons for the management of work safety for review. 2. The finding had not been corrected during this audit. There were some findings against occupational health and safety regulations in this performance area, please refer to relevant checkpoints for details. Law/COC: In accordance with BSCI requirement, the auditee should observe applicable occupational health and safety (OHS) regulations. 3. New Finding: During facility tour, auditor found that a total of 4 employees were working in glue dotting section contacting with hazardous factors (chemicals of glue). However, no periodic occupational health examination reports which required by law for those 4 employees were provided for review. In accordance with the PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those laborers who are engaged in works with occupational hazard(s) as required by production safety supervision and administration department and public health administrative department under the State Council. The occupational health examination shall be conducted before laborers start to take the post, in the course of the work and after leave the post and the employer shall provide the results of the occupational health examinations to laborers in written. The expenses of the occupational health examination shall be borne by employers. The employer shall not arrange laborers to engage in the work with occupational hazard(s) prior to the pre-post occupational health examination, or laborers with any occupational prohibition to engage in the prohibited work from them. Once the occupational health examination indicates that employee is suffering from the occupational damage in relation to his or her occupation, the employer shall transfer such a laborer out of his or her original post, and allocate him or her in a proper way. The employer shall not rescind or terminate the labor contracts signed with those employees without the occupational health examination at time of leaving the post. The occupational health examination shall be undertaken by the Medical and Health Institutions with Practicing License of Medical Institution. The Health Administrative Department shall strengthen the standardization management of occupational health examination. The specific administrative measures shall be formulated by the Health Administrative Department of State Council.
1. 不符项已关闭。 目前，工厂提供了该企业主要负责人和安全管理人员的安全生产知识和管理能力培训证书供审阅。 2. 此不符项没有改善。审核发现工厂在本执行领域有存在部分不符合职业健康和安全法规的问题点，详情请见相关检查点。 法规/行为准则：依据BSCI的要求,企业应遵守适用的职业健康和安全法规。 3. 新不符项： 在现场巡查时，审核员发现点胶车间有4名员工有接触职业危害因素(化学品)。但是，企业未能提供该4名员工按法规要求的定期职业健康检查报告供审核员审阅。 依据《中华人民共和国职业病防治法》 第三十五条，对从事接触职业病危害的作业的劳动者，用人单位应当按照国务院安全生产监督管理部门、卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查，并将检查结果书面告知劳动者。职业健康检查费用由用人单位承担。用人单位不得安排未经上岗前职业健康检查的劳动者从事接触职业病危害的作业；不得安排有职业禁忌的劳动者从事其所禁忌的作业；对在职业健康检查中发现有与所从事的职业相关的健康损害的劳动者，应当调离原工作岗位，并妥善安置；对未进行离岗前职业健康检查的劳动者不得解除或者终止与其订立的劳动合同。职业健康检查应当由取得《医疗机构执业许可证》的医疗卫生机构承担。卫生行政部门应当加强对职业健康检查工作的规范管理，具体管理办法由国务院卫生行政部门制定。

7.2 - New finding: Only 62 out of 99 employees participated in injury insurance and no employee had participated in commercial accident insurance. In accordance with the Social Insurance Law of the People’s Republic of China, Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees.
新不符项。99名员工只有62人参加工伤保险，没有员工参加了商业意外保险。 依据《中华人民共和国社会保险法》第十条职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。

7.5 - Closed. Currently, the facility provided the safety management certificate of cargo lift for review.
不符项已关闭。目前，企业提供了货梯安全管理员的作业证书供审阅。

7.21 - Remark: The facility did not provide canteen to workers.
备注：企业没有提供食堂给工人。

7.22 - New finding. During the facility tour, auditor found that toilets in the production area did not have soap or paper supplies. Law/COC: In accordance with BSCI Social Requirement 7.22, toilets should be equipped with necessary supplies such as soap and paper and working locks.
新不符项。通过现场走访，审核员发现企业在厕所中没有提供肥皂和厕纸。 法规/行为准则： 依据BSCI社会责任要求7.22，被审核方应在卫生间配置足够物品如肥皂和厕纸以及锁具。

7.23 - Remark: The facility did not provide transportation to workers.
备注：企业没有提供交通给工人。

Remarks from Auditee:
Nil

Full Audit [Audit Id - 129813] Audit Date: 26/07/2018 PA Score: A Deadline date:27/09/2018

Good practices

Nil

Areas of improvement

The facility maintained a comfortable temperature throughout the work floors. The electrical systems were in a good condition. All switches in the electrical control panels have been labelled with warning sign. The facility posted the evacuation plans with “You Are Here” sign on the work floors, which indicated escape routes, the location of fire extinguishers and fire hydrants, etc. Safety exits were installed with exit signs and emergency lights, all work floors were installed with fire alarms, and firefighting equipments were inspected once a month. Sufficient first aid kits stocked with necessary supplies were provided in the facility. Drinkable water was available in the facility. Employees had received regular and recorded health & safety training such as fire drill etc. However, gaps were identified in this performance area, please refer to relevant checkpoint for details.
工厂有保持舒适的工作环境。电力系统良好，所有电箱开关有张贴警示标示。工厂车间有张贴逃生平面图，上面有指明“我的位置”、逃生路径、灭火器和消防栓位置等。安全出口有安装出口标识和应急灯，车间楼层有安装消防警铃，消防设施每月点检一次。工厂配有急救箱和饮用水台。工人有定期接受健康安全培训如消防演习等。但是，在此部分有发现缺陷，具体参考相关的检查点。

7.1 - 1. No qualification certificate for the principal in charge or persons for the management of work safety in the facility. During document review, auditor found that the facility could not provide the qualification certificate of the principal in charge and persons for the management of work safety for review. Law/COC: In accordance with the Law of the PRC on Work Safety Article 24, The principal in charge and persons for the management of work safety in production and business entities have to have the knowledge about work safety and the competence for the management, which are commensurate with the production and business activities of these entities. The principal in charge and persons for the management of work safety in production and business entities that produce, trade or store hazardous articles, and mines, metal smelting, building construction, and road transport shall only be appointed to the posts after they pass the examinations in their knowledge about work safety and their competence in the management conducted by the competent departments for work safety supervision and administration. No fees shall be charged for taking such examinations. Entities that produce or store hazardous articles, and mines, metal smelting shall have certified safety engineer to work on the management of work safety. 2.There were some findings against occupational health and safety regulations in this performance area, please refer to relevant checkpoints for details. Law/COC: In accordance with BSCI requirement, the auditee should observe applicable occupational health and safety (OHS) regulations.
1.企业主要负责人或安全管理人员未取得资格证书。在文件审核时，企业无法提供该企业主要负责人或安全管理人员的资格证书供审阅. 法规/行为准则：依据《中华人民共和国安全生产法》第24条，生产经营单位的主要负责人和安全生产管理人员必须具备与本单位所从事的生产经营活动相应的安全生产知识和管理能力。危险物品的生产、经营、储存单位以及矿山、金属冶炼、建筑施工、道路运输单位的主要负责人和安全生产管理人员，应当由主管的负有安全生产监督管理职责的部门对其安全生产知识和管理能力考核合格。考核不得收费。危险物品的生产、储存单位以及矿山、金属冶炼单位应当有注册安全工程师从事安全生产管理工作。 2.审核发现工厂在本执行领域有存在部分不符合职业健康和安全法规的问题点，详情请见相关检查点。 法规/行为准则：依据BSCI的要求,企业应遵守适用的职业健康和安全法规。

7.5 - No certificate for special appliance operator. During facility tour, auditor found that there was one cargo lift in the facility for goods transferring and loading, however the facility could not provide the safety management certificate for review. In accordance with Regulations on Safety Supervision of Special Appliance article 38, the operator of special appliances (mentioned in Article 2, such as boiler, compressing equipment, lift, lifting appliance, Operators and managers of special vehicles in the factory (onsite) shall undergo relevant examination and qualifications to obtain special appliances certificate from the Special Appliance Quality Safety Monitoring department before operating those appliances.
特种设备作业人员未取得作业证书。在现场巡查时，审核员发现企业有一辆货梯用于货物的搬运及装载，但企业无法提供该货梯安全管理员的作业证书供审阅。 依据《特种设备安全监察条例》第38条，第三十八条 锅炉、压力容器、电梯、起重机械、客运索道、大型游乐设施、场（厂）内专用机动车辆的作业人员及其相关管理人员（以下统称特种设备作业人员），应当按照国家有关规定经特种设备安全监督管理部门考核合格，取得国家统一格式的特种作业人员证书，方可从事相应的作业或者管理工作。

Remarks from Auditee

None

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 155707] Audit Date: 01/07/2019 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
This PA was not rated due to follow up audit.
跟进审核，所以该部分不适用。

Remarks from Auditee:

Full Audit [Audit Id - 129813] Audit Date: 26/07/2018 PA Score: A Deadline date:

Good practices

None

Areas of improvement

No nonconformance was observed

Remarks from Auditee

Performance Area 9 : Special protection for young workers

1- Followup Audit [Audit Id - 155707] Audit Date: 01/07/2019 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
This PA was not rated due to follow up audit.
跟进审核，所以该部分不适用。

Remarks from Auditee:

Full Audit [Audit Id - 129813] Audit Date: 26/07/2018 PA Score: A Deadline date:

Good practices

None

Areas of improvement

No nonconformance was observed

Remarks from Auditee

Performance Area 10 : No Precarious Employment

1- Followup Audit [Audit Id - 155707] Audit Date: 01/07/2019 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
This PA was not rated due to follow up audit.
跟进审核，所以该部分不适用。

Remarks from Auditee:

Full Audit [Audit Id - 129813] Audit Date: 26/07/2018 PA Score: A Deadline date:

Good practices

None

Areas of improvement

No nonconformance was observed

Remarks from Auditee

Performance Area 11 : No Bonded Labour

1- Followup Audit [Audit Id - 155707] Audit Date: 01/07/2019 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
This PA was not rated due to follow up audit.
跟进审核，所以该部分不适用。

Remarks from Auditee:

Full Audit [Audit Id - 129813] Audit Date: 26/07/2018 PA Score: A Deadline date:

Good practices

None

Areas of improvement

No nonconformance was observed

Remarks from Auditee

Performance Area 12 : Protection of the Environment

1- Followup Audit [Audit Id - 155707] Audit Date: 01/07/2019 PA Score: A Deadline date:

GOOD PRACTICES:
None

AREAS OF IMPROVEMENT:
This PA was not rated due to follow up audit.
跟进审核，所以该部分不适用。

Remarks from Auditee:

Full Audit [Audit Id - 129813] Audit Date: 26/07/2018 PA Score: A Deadline date:

Good practices

None

Areas of improvement

No nonconformance was observed

Remarks from Auditee

Performance Area 13 : Ethical Business Behaviour

1- Followup Audit [Audit Id - 155707] Audit Date: 01/07/2019 PA Score: A Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

This PA was not rated due to follow up audit.
跟进审核，所以该部分不适用。

Remarks from Auditee:

Full Audit [Audit Id - 129813] Audit Date: 26/07/2018 PA Score: A Deadline date:

Good practices

None

Areas of improvement

No nonconformance was observed

Remarks from Auditee

Summary

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	01/07/2019	155707	D	A	A	A	B	D	A	A	A	A	A	A	A	C
Full Audit	26/07/2018	129813	C	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos

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

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

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

Photo first aid facilities
first aid kit.jpg

Photo of chemical storage room (if applicable)
chemical storage area.jpg

Photo of chemical storage room (if applicable)
eye wash station.jpg

Photo of chemical storage room (if applicable)
MSDS posted.jpg

Photo of fire safety equipment
evacuation indicators.jpg

Photo of fire safety equipment
evacuation plot plan.jpg

Photo of fire safety equipment
exit sign and emergency light.jpg

Photo of fire safety equipment
fire alarm.jpg

Photo of fire safety equipment
fire extinguisher.jpg

Photo of fire safety equipment
fire hydrant.jpg

Photo of the code of conduct on display
COC posted.jpg

Photo of the inside of the main production hall
assembly and packing section.jpg

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

Photo of the inside of the main production hall
drink water area.jpg

Photo of the inside of the main production hall
electrical control panel.jpg

Photo of the inside of the main production hall
finish product storage.jpg

Photo of the inside of the main production hall
glue dotting area.jpg

Photo of the inside of the main production hall
hair shaping section.jpg

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

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

Photo of the personal protection equipments (if applicable)
PPE reminder.jpg

Photo of the personal protection equipments (if applicable)
PPE wearing.jpg

Photo of the sanitary facilities
wash room.jpg

Photo of non-conformity
NC-no soap or paper provided.jpg