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Auditee :	<b>Tianjin Haituo Carpets Co., Ltd.</b>
Audit Date From :	<b>23/04/2020</b>
Audit Date To :	<b>23/04/2020</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>Vicky Ma(Lead)</b>
Auditing Branch (if applicable) :	<b>SGS CHINA</b>

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This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p><b>A</b> <b>Very Good</b></p>	<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> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p><b>B</b> <b>Good</b></p>	<ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p><b>C</b> <b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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																													
<p><b>D</b> <b>Insufficient</b></p>	<ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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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																													
<p><b>E</b> <b>Unacceptable</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	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	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
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																													
<p><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

**Main Auditee Information**

Name of producer :	<b>Tianjin Haituo Carpets Co., Ltd.</b>		
DBID number :	<b>24816</b>		
Audit ID :	<b>178830</b>		
Address :	<b>West side of Dagongcheng Village, Cuihuangkou Town, Wuqing District, Tianjin</b>		
Province :	<b>Tianjin Shi</b>	Country :	<b>China</b>
Management Representative :	<b>Ms. Sylvia Fan</b>		
Contact person:	<b>Sylvia Fan</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Home textiles</b>
Product Type :	<b>Carpet</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 : 23/04/2021	

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	C	A	A	B	D	C	A	A	A	A	A	A

**Executive summary of audit report**

Tianjin Haituo Carpets Co., Ltd. was founded on 12 May 2008 and located at West side of Dagongcheng Village, Cuihuangkou Town, Wuqing District, Tianjin City. The business license number was 91120222673739360F. Main product was Carpet. The main production process included weaving, glue coating, edge gluing, repairing, inspection and packaging. There were 30 employees during the audit.

Auditor arrived the factory about 9:00 AM. Opening meeting was held at 9:05 AM. Ms. Sylvia Fan (Sales Manager), Mrs. Song Defen( Production director) and worker representative named Liu Xuefu were presented at the meeting. The management showed a positive and cooperative attitude during the audit.

The factory agreed SGS auditor conducted confidential interviews with workers who were chosen freely without any influence by the factory. Interviews with all the 6 employees were conducted in an independent room. The interviewees showed a cooperative attitude and most workers were satisfied with working condition and benefits in the factory.

All the attendees who attended the opening meeting were presented at the closing meeting which was held about 16:10 PM. Ms. Sylvia Fan (Sales Manager) signed the on-site CAP.

Remark:

1. The audited factory rented one 1-storey office building, two 1-storey production buildings, one 1-storey warehouse building and one workshop of 1-storey production building in the audited yard, the other buildings were rented by another company with separate business license. Thus, those areas were not covered by the audit scope. Auditor conducted quick tour at those areas accompanied by management staff of the audited factory.
2. There was no agency used by the auditee, which made the agency labour contract not applicable.
3. There was no Documented valid authorisation to make exemptions about working hours.
4. The audit was conducted by Vicky Ma (RA 21701735) .

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	Tianjin Haituo Carpets Co., Ltd.	Legal status :	LIMITED COMPANY
Local Name :	天津海拓地毯有限公司 (91120222673739360F)	Year in which the auditee was founded :	2008
Address :	West side of Dagongcheng Village, Cuihuangkou Town, Wuqing District,	Contact person (please select) :	Sylvia Fan
Province :	Tianjin Shi	Contact's Email :	ht1@ht-carpet.com
City :	Tianjin	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	English
Country :	China	Website of auditee (if applicable) :	www.ht-carpet.com
GPS coordinates :	latitude (39°29'57" North), longitude (117°10'2" East)	Total turnover (in Euros) :	3500000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	400,000 S.Q meters
Product Group :	Home textiles	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Carpet		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>30</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>14</b>	<b>16</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>1</b>	<b>2</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>2</b>	<b>6</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>14</b>	<b>16</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 - 178830] Audit Date: 23/04/2020 PA Score: D

Deadline date:23/06/2020

**GOOD PRACTICES:**

none

**AREAS OF IMPROVEMENT:**

The auditee had established CSR management system and all kinds of CSR procedures such as working hours management procedure, benefits management procedure, health and safety management procedure, environment management procedure and etc. to implement the amfori BSCI Code of Conduct. Ms. Xiaohong FAN / Office Director was appointed as management representative. The auditee conducted regularly internal audit for CSR performance. The auditee established supplier management procedures, monitored its all major suppliers (such as chemical supplier, fabric material supplier and etc.) social performance.

被审核方建立了社会责任管理系统和各种社会责任程序文件比如工作时间管理程序、福利管理程序、健康安全程序、环境管理程序等去保证 amfori BSCI 行为守则被执行。樊晓红女士/办公室主任被任命为管理者代表。工厂定期开展社会绩效情况的内部审查。工厂建立了供应商管理程序，监控了其重要供应商（比如：化学品供应商，面料原材料供应商等）的社会责任表现。

**1.1 -** The main auditee partially respects this principle because the factory established amfori BSCI management system, but the management did not understand the difference between short-term investment and long-lasting solutions lead to the factory did not establish effective long term goal/vision to protect workers according to the amfori BSCI Code of Conduct.

被审核方（生产商）部分遵循该准则。原因是工厂已建立BSCI管理系统，但是工厂管理层未准确理解短期投资和长期解决方案之间的差异，导致工厂没有按照BSCI要求建立有效长期目标来保护员工。

**1.4 -** The main auditee does not respect this principle because no evidence showed the factory evaluated the workforce capacity. Workers' monthly overtime exceeded legal requirement.

被审核方（生产商）未遵循该准则。原因是工厂未提供证据证明进行了成本核算。工人月加班时间超过法规要求。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 178830] Audit Date: 23/04/2020 PA Score: C

Deadline date:23/06/2020

**GOOD PRACTICES:**

none

**AREAS OF IMPROVEMENT:**

The social compliance policy and procedures had been established based on amfori BSCI standards and covered workers involvement and protection in the factory. There was no trade union in the facility. But there was one worker representatives in the facility. The worker representatives participated in the daily business operation, such as establishing the factory regulations, identifying the health and safety risk and etc. Furthermore, the factory had established channels for grievances. Employees might raise their grievances through suggestion box, hotline, worker representative and directly communicated the senior management. Workers knew their rights and responsibilities such as the minimum wage requirement, how to pay the overtime wage, annual leave, maternity leave, marriage leave and etc.

工厂已经基于amfori BSCI标准建立了社会责任政策和程序，其中包含了员工参与和保护的部分。企业内没有工会存在。工厂内有1名由工人自由选举的员工代表。员工代表也参与到了企业日常的工作当中，比如制定公司的制度、健康安全的风险识别等。另外，工厂建立了申诉的渠道。员工可以通过意见箱、热线电话、员工代表和直接与高层管理沟通的方式去提出申诉。工人知道他们的权利和责任包括最低工资的要求、加班费的支付、年假、产假、婚假等。

**2.2 -** The main auditee does not respect this principle. Because no proper long-term goal was established to protect workers according to the amfori BSCI Code of Conduct, such as no step-by-step approach toward sustainable improvements. The factory established some compliance items such as no child labor as long-term goals.

被审核方（生产商）未遵循该准则。因为是工厂未根据amfori BSCI要求制定合适的长期目标来保护员工，如没有包括按部就班的可持续改进方法等。工厂将禁止招用童工等现已符合要求的事宜作为长期目标。

**2.5 -** The main auditee partially respects this principle. Because the factory established grievance procedure, but the written procedure did not define the content of Timelines to address grievances, etc. Besides, no channel was set for local communities' coming up with its suggestions or complaints to management for improvement.

被审核方（生产商）部分遵循该准则。原因是工厂建立了申诉程序，但是书面的申诉程序中未包括提出申诉的时间表和时效性等内容。另外，工厂未建立供当地社区申诉的渠道。

**Remarks from Auditee:**

<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
Full Audit [Audit Id - 178830] Audit Date: 23/04/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> none	
<b>AREAS OF IMPROVEMENT:</b> There were worker representatives in the factory and satisfactory evidence showed that the representatives met the management regularly. Based on interview statement of worker representative, he was not discriminated by the factory and he also was one of workers in workshop. He had access to workers and workplace freely.  员工自由选举了工人代表。工人代表定期和管理层见面。根据工人代表的访谈，工人代表不会被歧视，并且该代表本身是一名车间员工，他可以随时进入车间和员工沟通。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 178830] Audit Date: 23/04/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> none	
<b>AREAS OF IMPROVEMENT:</b> The factory established policy on anti-discrimination. The policy defined that the factory would not discriminate workers by gender and ages etc. And according to interview with workers, workers could use the grievance system through suggestion boxes or telling to worker representatives once workers' right was infringed. Furthermore, the policy on discipline measures made by the factory was in line with legal requirement. All these processes could be verified by document review and interview.  工厂制定了反歧视的政策，表明工厂不会因为性别，年龄等原因对员工区别对待。若员工的权利受到任何侵害，员工可以通过意见箱或跟工人代表反馈的形式进行投诉。而且，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。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 178830] Audit Date: 23/04/2020 PA Score: B	Deadline date:23/06/2020
<b>GOOD PRACTICES:</b> none	
<b>AREAS OF IMPROVEMENT:</b> Legal minimum wage was RMB 2050/Month since 1 July, 2017. Payrolls from March 2019 to Feb 2020 were reviewed. As shown in the payroll, paid annual leave and paid holidays were provided. Pay slip was issued to workers. In Employee Handbook, paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined. The whole month was counted as a wage calculation cycle. The wage was paid around 30th of next month. Workers' wages were paid at hourly rate and by cash. The facility paid at least RMB 13.79 /hour, which was met the local minimum standard (RMB 11.78/hour). The facility paid 150%, 200% and 300% of regular rate for overtime on working day, rest day and holidays respectively.  法定最低工资为2017年7月1日后人民币2050元/月。企业提供了2019年3月至2020年2月的工资记录供审核。工资表上显示，年休假工资和法定假日工资已支付。工资条会提供给员工。员工手册中，年休假，法定假，病假，婚假，生育假和丧假被清楚的写明。整个自然月为薪资计算周期。30日左右发上个自然月的工资。员工工资按时薪制现金发放，最低为人民币13.79元每小时，满足当地的最低工资标准。平时加班，周末加班节日加班按照平时工资150%，200%和300%支付加班费。  <b>5.5 -</b> The main auditee does not respect this principle. Because the factory did not provide legal social insurance for some workers of all 30 employees: the invoices of Jan. to Apr 2020 indicated only 8 employees were provided all legal five kinds of social insurance such as injury insurance, no any kind of legal social insurance or commercial injury insurance for the others. The factory explained they did know whether those employees without social insurance had participated in new type rural social endowment insurance. 被审核方（生产商）未遵循该准则。原因是工厂没有为所有30名员工中的部分人提供法定的社会保险：2020年1月-4月的社保发票显示只有8人有工伤等5项保险，其他员工没有任何社会保险也没有任何商业意外险。工厂解释不清楚未参加社保的那些员工是否参加了新型农村养老保险。	
<b>Remarks from Auditee:</b>	

<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 178830] Audit Date: 23/04/2020 PA Score: D	Deadline date:23/06/2020
<b>GOOD PRACTICES:</b> none	
<b>AREAS OF IMPROVEMENT:</b> <p>The facility used electrical attendance record system to record time in / out. The facility defined from Monday to Sunday as a week. Normal working hour is 8 hours per day and 5 days per week. Non-production employees worked in one shift, which was from 8:30-11:30, 13:00-18:00; production employees worked in one shift, which was 07:30-11:30, 13:30-17:30. Maximum 2 hours overtime per day and 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily. Attendance records from March 2019 to the audit day were reviewed.</p> <p>工厂使用电子考勤记录员工进出时间。工厂定义周一到周日为每周。正常的工作时间为每天8小时，每周5天工作制。非生产员工一班工作制，工作时间为8:30-11:30, 13:00-18:00；生产员工一班工作制，工作时间为：7:30-11:30, 13:30-17:30。每天最多加班2小时，最多工作6天会休息1天。通过员工访谈，员工确认加班均为自愿。工厂提供了从2019年3月的考勤到审核当日的考勤记录。</p> <p><b>6.2 -</b> The main auditee does not respect this principle. Because about 95% workers' monthly overtime hours often exceeded 36 hours, such as 56 hours in Dec. 2019. The maximum monthly overtime hours were 64 hours in Nov. 2019.                      被审核方（生产商）未遵循该准则。原因是约95%员工的月加班时间经常超过法规要求的36小时，如2019年12月的56小时，最大的月加班时间是2019年11月的64小时。</p>	
<b>Remarks from Auditee:</b>	

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

Full Audit [Audit Id - 178830] Audit Date: 23/04/2020 PA Score: C

Deadline date:23/06/2020

**GOOD PRACTICES:**

none

**AREAS OF IMPROVEMENT:**

The facility had established the health and safety management procedures and conducted health and safety risk assessment for production area. There was one occupational health and safety committee in the facility. The facility provided some PPE to workers in the glue coating workshop. There was no accident happened in the facility. The electrician had valid license. Sufficient fire extinguishers, emergency light, exit sign, fire alarm and etc. were installed in workshop and warehouse. These fire equipment were inspected monthly. All escape routes and safety exits were unobstructed and were marked. The facility arranged twice fire drill per year. The auditee regularly conducted health and safety training such orientation training, equipment safety, PPE training, fire safety to all workers. The ventilation, lighting and cleanliness of workshops and warehouse were acceptable. Free drinkable water and first aid kit were provided for free. The facility did not provide dormitory, transportation canteen & kitchen for workers.

被审核方建立了健康安全程序，并且对于生产区域进行了健康安全的风险评估。厂内有职业健康安全委员会。企业提供了部分劳保用品。工厂内没有发生过工伤。电工获得了有效的电工证。车间和仓库内安装了足够的灭火器、应急灯、安全出口标示、警铃等。企业每月检查一次这些消防器材。所有的通道和安全出口都是通畅和被标注。工厂每年安排两次消防演习。被审核方定期进行健康安全的培训如入职培训、设备安全、劳保用品、消防安全等。车间和仓库的通风、光线、清洁程度都是可以接受的。免费饮用水和医药箱被提供。工厂没有提供宿舍、和交通、食堂和厨房给工人。

- 7.1 - The main auditee partially respects this principle. Because the factory did not identify and collect all related occupational health and safety regulations applicable for its activities, such as building safety related regulations.  
被审核方（生产商）部分遵循该准则。原因是工厂未识别并收集完整的与生产健康安全有关的法律法规，如没有收集到建筑物安全相关的法规。
- 7.2 - The main auditee does not respect this principle. Because the factory did not provide legal social insurance or commercial injury insurance for 22 of all 30 employees.  
被审核方（生产商）未遵循该准则。原因是工厂没有为所有30名员工中的22人提供社保或任何商业意外险。
- 7.3 - Finding 1: The main auditee does not respect this principle. Because the factory did not provide regular occupational health examination to related workers contacting with occupational hazard factors such as noise. 7.3 Finding 2: The main auditee does not respect this principle. Because the health and safety risk assessment did not include some obvious occupational hazardous risk, such as risks caused by occupational hazard factors.  
发现点1: 被审核方（生产商）未遵循该准则。原因是工厂没有为接触职业病危害因素（如噪音）的员工安排定期的职业健康体检。发现点2: 被审核方（生产商）未遵循该准则。原因是工厂进行的健康安全风险评估没有包括一些明显的安全风险，如职业病危害因素的风险。
- 7.6 - The main auditee does not respect this principle because the factory provided general medical mask but not active carbon mask for gluing process workers.  
被审核方（生产商）未遵循该准则。原因是工厂提供给挂胶工人的是普通医用口罩而不是活性炭口罩。
- 7.7 - The main auditee does not respect this principle because some chemicals were not installed with secondary containments and chemical containers were not posted labels in the workshop.  
被审核方（生产商）未遵循该准则。原因是工厂车间部分化学品均没有二次容器并且化学品容器无标签。
- 7.8 - The main auditee partially respects this principle. Because the factory did not post the established accident and emergency procedures.  
被审核方（生产商）部分遵循该准则。原因是工厂未张贴已制定的意外以及应急程序。
- 7.9 - The main auditee partially respects this principle. Because the factory did not post PPE using signs in many workshops, such as no PPE warning sign reminding workers to wear masks and gloves in gluing workshop.  
被审核方（生产商）部分遵循该准则。原因是工厂在个别车间未张贴劳保用品的使用标识，如刮胶车间无口罩手套等劳保用品的标识牌等。
- 7.11 - The main auditee does not respect this principle. Because the factory did not confirm all the buildings used for production were stable and safe, no Building Structure Safety Certificate or Fire Safety Certificate was obtained for all production buildings.  
被审核方（生产商）未遵循该准则。原因是工厂没有确认用于生产的所有建筑物是牢固安全的，所有厂房均没有竣工验收报告和消防验收报告。
- 7.13 - The main auditee does not respect this principle. Because the factory established management procedure on electricity safety, but did not implement it well, which caused no regular electrical safety check conducted by worker who obtained qualification permit and exposed electrical wires.  
被审核方（生产商）未遵循该准则。原因是工厂建立了用电安全管理程序，但没有很好地执行，导致工厂没有由有电工证的人进行用电安全的日常检查以及部分电线裸露。
- 7.17 - The main auditee does not respect this principle. Because no belt guards were installed on all sewing machines.  
被审核方（生产商）未遵循该准则。原因是所有簇绒缝纫机都没有安装皮带保护罩。
- 7.22 - The main auditee does not respect this principle. Because the factory did not install private door in toilet, and no washing facilities such as soap.  
被审核方（生产商）未遵循该准则。原因是工厂没有在厕所安装隐私门，也没有提供肥皂等洗手设施。
- 7.25 - The main auditee does not respect this principle because: 1. No occupational hazardous factor test such as chemical test was conducted in workshop. 2. Most material were stacked against the wall.

被审核方（生产商）未遵循该准则。原因是:1.工厂没有在车间进行化学品等职业病危害因素检测。2.工厂大部分货物靠墙堆放。

**Remarks from Auditee:**

<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 178830] Audit Date: 23/04/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> none	
<b>AREAS OF IMPROVEMENT:</b> The policy of recruiting was set up by the factory. And it regulated that the factory would not recruit workers under 16. The factory checked all workers' ID cards and interview with workers during recruiting. Meanwhile, the factory established remediation measure of child labor. After checking all personnel files of workers, no child labor was identified in the factory.  工厂制定了合适的招聘政策，员工入职时工厂都查看员工的身份证并且会通过面谈以核实应聘者的年龄信息。同时工厂制定了童工补救措施。在审核过程中，通过查阅所有员工的人事资料，未发现有任何童工存在。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 178830] Audit Date: 23/04/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> none	
<b>AREAS OF IMPROVEMENT:</b> The policy of young worker protection was made by the factory. The factory understood the legal requirement of young workers according to interview with management. During the audit, no young workers were identified in the factory.  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。在审核过程中，未发现有任何未成年工的存在。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 178830] Audit Date: 23/04/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> none	
<b>AREAS OF IMPROVEMENT:</b> Labor contracts were signed between the factory and all workers, the factory provided a copy of contract to every worker. Based on interview with workers, they understood well of the content of labor contract and no illegal employment was identified during the audit.  工厂和每个员工均签订了劳动合同，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，工厂无不符法规的用工形式存在。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 178830] Audit Date: 23/04/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> none	
<b>AREAS OF IMPROVEMENT:</b> The factory established the policy on anti-forced labor. The management staffs understood well of the scope of forced labor. Workers confirmed that there was no negative 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. The discipline policy was also in line with legal requirement.  工厂制定了反强迫劳动的政策，工厂管理层员工理解哪些方式是属于强迫劳动的范畴。员工也都说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。	
<b>Remarks from Auditee:</b>	

<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 178830] Audit Date: 23/04/2020 PA Score: A	Deadline date:23/06/2020
<b>GOOD PRACTICES:</b> none	
<b>AREAS OF IMPROVEMENT:</b> <p>The facility established environment protection policy and procedures. The main products manufactured by the facility was carpet. The main production processes were listed as follows: weaving, glue coating, edge gluing, repairing, inspection and packing. There was no industrial waste water in the facility. But there was industrial waste gas and hazardous waste in the facility. All waste gas were treated before discharge. The facility obtained the environment impact assessment report and its approval for review in this audit.</p> <p>工厂建立了环境保护政策和程序。企业主要生产地毯。主要的生产工序为：编织、挂胶、沾边、修整、检验和包装。企业内没有工业废水产生。企业内有工业废气和有害废弃物产生。所有废气经过处理后排放。本次审核中企业提供了环境影响评价报告和批复供查阅。</p> <p><b>12.5 -</b> The main auditee partially respects this principle. Because the factory established procedure to save water and reduce waste water discharge, but without specified plans and effective monitoring measure.                  被审核方（生产商）部分遵循该准则。原因是工厂建立的节约用水和减少废水排放的程序没有包括具体的措施和效果监测</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 178830] Audit Date: 23/04/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> none	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory established the procedure for preventing any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. Ethic risk assessment was conducted once per year. All the procedures were trained for management and workers. The auditee also signed commitment letter of anti-corruption with mangers. There was no ethic issue in the facility and the facility also did not receive fine or warning letter by the local government. Privacy polish had been established and implemented in the factory.</p> <p>工厂已经建立反对在其企业活动中出现的任何贪污、勒索或挪用行为、或任何贿赂形式的程序。所有的程序都给管理人员和工人进行过培训。道德风险评估每年进行一次。被审核方也与管理人签订了反腐败承诺书。工厂内没有发生过任何形式的商业道德问题，也没有受到过当地政府的罚款或者警告。隐私政策已经建立并在被审核方执行。</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	23/04/2020	178830	D	C	A	A	B	D	C	A	A	A	A	A	A	C

Producer Photos



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



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



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



Photo first aid facilities  
Eye wash station.JPG



Photo first aid facilities  
First aid kit.JPG



Photo of fire safety equipment  
Evacuation map.JPG



Photo of fire safety equipment  
Fire alarm.JPG



Photo of fire safety equipment  
Fire hydrant and fire extinguishers.JPG



Photo of fire safety equipment  
Safety exit with exit sign and emergency lights.JPG



Photo of fire safety equipment  
Testing emergency lights were OK.JPG



Photo of fire safety equipment  
Testing fire hydrant was OK.JPG



Photo of non-conformity  
Exposed electrical wires.JPG



Photo of non-conformity  
Most materials were stacked against the wall.JPG



Photo of non-conformity  
No belt guards were installed on all sewing machines.JPG



Photo of non-conformity  
Some chemicals were not installed with secondary containments and chemical containers were not posted.JPG



**Photo of non-conformity**  
The factory did not install private door in toilet and no washing facilities such as soap.JPG

日期	姓名	部门	岗位	入职日期	身份证号	手机号	工资卡号	社保号	公积金号	备注
2020/3/12	李强	生产部	工人	2019/10/10	110101198010101010	139022012345678	6217000000000000000	123456789012345		
2020/3/12	王明	生产部	工人	2019/11/15	110101198512121212	139022012345678	6217000000000000000	123456789012345		
2020/3/12	张华	生产部	工人	2019/12/20	110101199001010101	139022012345678	6217000000000000000	123456789012345		
2020/3/12	刘伟	生产部	工人	2020/01/05	110101199502020202	139022012345678	6217000000000000000	123456789012345		
2020/3/12	陈宇	生产部	工人	2020/02/18	110101199803030303	139022012345678	6217000000000000000	123456789012345		
2020/3/12	赵敏	生产部	工人	2020/03/01	110101199904040404	139022012345678	6217000000000000000	123456789012345		
2020/3/12	孙磊	生产部	工人	2020/03/10	110101199705050505	139022012345678	6217000000000000000	123456789012345		
2020/3/12	周娜	生产部	工人	2020/03/15	110101199606060606	139022012345678	6217000000000000000	123456789012345		
2020/3/12	吴昊	生产部	工人	2020/03/20	110101199407070707	139022012345678	6217000000000000000	123456789012345		
2020/3/12	郑凯	生产部	工人	2020/03/25	110101199308080808	139022012345678	6217000000000000000	123456789012345		
2020/3/12	冯丽	生产部	工人	2020/03/30	110101199209090909	139022012345678	6217000000000000000	123456789012345		
2020/3/12	朱涛	生产部	工人	2020/04/05	110101199110101010	139022012345678	6217000000000000000	123456789012345		
2020/3/12	徐静	生产部	工人	2020/04/10	110101199011111111	139022012345678	6217000000000000000	123456789012345		
2020/3/12	黄鑫	生产部	工人	2020/04/15	110101198912121212	139022012345678	6217000000000000000	123456789012345		
2020/3/12	林悦	生产部	工人	2020/04/20	110101198801131313	139022012345678	6217000000000000000	123456789012345		
2020/3/12	罗杰	生产部	工人	2020/04/25	110101198702141414	139022012345678	6217000000000000000	123456789012345		
2020/3/12	宋倩	生产部	工人	2020/04/30	110101198603151515	139022012345678	6217000000000000000	123456789012345		
2020/3/12	唐昊	生产部	工人	2020/05/05	110101198504161616	139022012345678	6217000000000000000	123456789012345		
2020/3/12	李娜	生产部	工人	2020/05/10	110101198405171717	139022012345678	6217000000000000000	123456789012345		
2020/3/12	王磊	生产部	工人	2020/05/15	110101198306181818	139022012345678	6217000000000000000	123456789012345		
2020/3/12	张华	生产部	工人	2020/05/20	110101198207191919	139022012345678	6217000000000000000	123456789012345		
2020/3/12	刘伟	生产部	工人	2020/05/25	110101198108202020	139022012345678	6217000000000000000	123456789012345		
2020/3/12	陈宇	生产部	工人	2020/05/30	110101198009212121	139022012345678	6217000000000000000	123456789012345		
2020/3/12	赵敏	生产部	工人	2020/06/05	110101197910222222	139022012345678	6217000000000000000	123456789012345		
2020/3/12	孙磊	生产部	工人	2020/06/10	110101197811232323	139022012345678	6217000000000000000	123456789012345		
2020/3/12	周娜	生产部	工人	2020/06/15	110101197712242424	139022012345678	6217000000000000000	123456789012345		
2020/3/12	吴昊	生产部	工人	2020/06/20	110101197601252525	139022012345678	6217000000000000000	123456789012345		
2020/3/12	郑凯	生产部	工人	2020/06/25	110101197502262626	139022012345678	6217000000000000000	123456789012345		
2020/3/12	冯丽	生产部	工人	2020/06/30	110101197403272727	139022012345678	6217000000000000000	123456789012345		
2020/3/12	朱涛	生产部	工人	2020/07/05	110101197304282828	139022012345678	6217000000000000000	123456789012345		
2020/3/12	徐静	生产部	工人	2020/07/10	110101197205292929	139022012345678	6217000000000000000	123456789012345		
2020/3/12	黄鑫	生产部	工人	2020/07/15	110101197106303030	139022012345678	6217000000000000000	123456789012345		
2020/3/12	林悦	生产部	工人	2020/07/20	110101197007313131	139022012345678	6217000000000000000	123456789012345		
2020/3/12	罗杰	生产部	工人	2020/07/25	110101196908323232	139022012345678	6217000000000000000	123456789012345		
2020/3/12	宋倩	生产部	工人	2020/07/30	110101196809333333	139022012345678	6217000000000000000	123456789012345		
2020/3/12	唐昊	生产部	工人	2020/08/05	110101196710343434	139022012345678	6217000000000000000	123456789012345		
2020/3/12	李娜	生产部	工人	2020/08/10	110101196611353535	139022012345678	6217000000000000000	123456789012345		
2020/3/12	王磊	生产部	工人	2020/08/15	110101196512363636	139022012345678	6217000000000000000	123456789012345		
2020/3/12	张华	生产部	工人	2020/08/20	110101196401373737	139022012345678	6217000000000000000	123456789012345		
2020/3/12	刘伟	生产部	工人	2020/08/25	110101196302383838	139022012345678	6217000000000000000	123456789012345		
2020/3/12	陈宇	生产部	工人	2020/08/30	110101196203393939	139022012345678	6217000000000000000	123456789012345		
2020/3/12	赵敏	生产部	工人	2020/09/05	110101196104404040	139022012345678	6217000000000000000	123456789012345		
2020/3/12	孙磊	生产部	工人	2020/09/10	110101196005414141	139022012345678	6217000000000000000	123456789012345		
2020/3/12	周娜	生产部	工人	2020/09/15	110101195906424242	139022012345678	6217000000000000000	123456789012345		
2020/3/12	吴昊	生产部	工人	2020/09/20	110101195807434343	139022012345678	6217000000000000000	123456789012345		
2020/3/12	郑凯	生产部	工人	2020/09/25	110101195708444444	139022012345678	6217000000000000000	123456789012345		
2020/3/12	冯丽	生产部	工人	2020/09/30	110101195609454545	139022012345678	6217000000000000000	123456789012345		
2020/3/12	朱涛	生产部	工人	2020/10/05	110101195510464646	139022012345678	6217000000000000000	123456789012345		
2020/3/12	徐静	生产部	工人	2020/10/10	110101195411474747	139022012345678	6217000000000000000	123456789012345		
2020/3/12	黄鑫	生产部	工人	2020/10/15	110101195312484848	139022012345678	6217000000000000000	123456789012345		
2020/3/12	林悦	生产部	工人	2020/10/20	110101195201494949	139022012345678	6217000000000000000	123456789012345		
2020/3/12	罗杰	生产部	工人	2020/10/25	110101195102505050	139022012345678	6217000000000000000	123456789012345		
2020/3/12	宋倩	生产部	工人	2020/10/30	110101195003515151	139022012345678	6217000000000000000	123456789012345		
2020/3/12	唐昊	生产部	工人	2020/11/05	110101194904525252	139022012345678	6217000000000000000	123456789012345		
2020/3/12	李娜	生产部	工人	2020/11/10	110101194805535353	139022012345678	6217000000000000000	123456789012345		
2020/3/12	王磊	生产部	工人	2020/11/15	110101194706545454	139022012345678	6217000000000000000	123456789012345		
2020/3/12	张华	生产部	工人	2020/11/20	110101194607555555	139022012345678	6217000000000000000	123456789012345		
2020/3/12	刘伟	生产部	工人	2020/11/25	110101194508565656	139022012345678	6217000000000000000	123456789012345		
2020/3/12	陈宇	生产部	工人	2020/11/30	110101194409575757	139022012345678	6217000000000000000	123456789012345		
2020/3/12	赵敏	生产部	工人	2020/12/05	110101194310585858	139022012345678	6217000000000000000	123456789012345		
2020/3/12	孙磊	生产部	工人	2020/12/10	110101194211595959	139022012345678	6217000000000000000	123456789012345		
2020/3/12	周娜	生产部	工人	2020/12/15	110101194112606060	139022012345678	6217000000000000000	123456789012345		
2020/3/12	吴昊	生产部	工人	2020/12/20	110101194013616161	139022012345678	6217000000000000000	123456789012345		
2020/3/12	郑凯	生产部	工人	2020/12/25	110101193914626262	139022012345678	6217000000000000000	123456789012345		
2020/3/12	冯丽	生产部	工人	2020/12/30	110101193815636363	139022012345678	6217000000000000000	123456789012345		
2020/3/12	朱涛	生产部	工人	2021/01/05	110101193716646464	139022012345678	6217000000000000000	123456789012345		
2020/3/12	徐静	生产部	工人	2021/01/10	110101193617656565	139022012345678	6217000000000000000	123456789012345		
2020/3/12	黄鑫	生产部	工人	2021/01/15	110101193518666666	139022012345678	6217000000000000000	123456789012345		
2020/3/12	林悦	生产部	工人	2021/01/20	110101193419676767	139022012345678	6217000000000000000	123456789012345		
2020/3/12	罗杰	生产部	工人	2021/01/25	110101193320686868	139022012345678	6217000000000000000	123456789012345		
2020/3/12	宋倩	生产部	工人	2021/01/30	110101193221696969	139022012345678	6217000000000000000	123456789012345		
2020/3/12	唐昊	生产部	工人	2021/02/05	110101193122707070	139022012345678	6217000000000000000	123456789012345		
2020/3/12	李娜	生产部	工人	2021/02/10	110101193023717171	139022012345678	6217000000000000000	123456789012345		
2020/3/12	王磊	生产部	工人	2021/02/15	110101192924727272	139022012345678	6217000000000000000	123456789012345		
2020/3/12	张华	生产部	工人	2021/02/20	110101192825737373	139022012345678	6217000000000000000	123456789012345		
2020/3/12	刘伟	生产部	工人	2021/02/25	110101192726747474	139022012345678	6217000000000000000	123456789012345		
2020/3/12	陈宇	生产部	工人	2021/02/28	110101192627757575	139022012345678	6217000000000000000	123456789012345		
2020/3/12	赵敏	生产部	工人	2021/03/05	110101192528767676	139022012345678	6217000000000000000	123456789012345		
2020/3/12	孙磊	生产部	工人	2021/03/10	110101192429777777	139022012345678	6217000000000000000	123456789012345		
2020/3/12	周娜	生产部	工人	2021/03/15	110101192330787878	139022012345678	62170000000			