
Auditee :	SHAONENG GROUP GUANGDONG LUZHOU ECO TECHNOLOGY CO., LTD.
Audit Date From :	30/12/2020
Audit Date To :	31/12/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUV SUD
Auditor's Name(s) :	Shawn Wu(Lead), Jack Zheng
Auditing Branch (if applicable) :	TUV SUD China



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
A Very Good	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E These are three examples: A B B B A A A A A A A B 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E 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.
D Insufficient	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	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 :	SHAONENG GROUP GUANGDONG LUZHOU ECO TECHNOLOGY CO., LTD.		
DBID number :	372306		
Audit ID :	202229		
Address :	Yingbaoqian, Quan'an Town Nanxiong		
Province :	Guangdong	Country :	China
Management Representative :	Qixin He		
Contact person:	Yunhong Zeng	Sector :	Non-Food
Industry Type :	Forestry, wood, pulp and paper	Product group :	Forestry derivatives
Product Type :	Disposable pulp mold tableware		

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 : 31/12/2021

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	B	A	D	A	A	A	A	A	A	A

Executive summary of audit report
<p>[Location and size]: Shaoneng Group Guangdong Luzhou Eco Technology Co., Ltd was located at Yingbaoqian, Quan'an Town, Nanxiang, Guangdong, China. The audited factory was established on July 12, 2001 and the business license number was 91440282730452391L. Factory owned the area of around 110,000 square meters.</p> <p>[Structure of facility]: Factory consisted of buildings as below: 1, Office areas (one 4-storey office building). 2, Living quarters: two 4-storey dormitory buildings; one 6-storey dormitory building; one 9-storey apartment building; one 2-storey canteen and kitchen building; one 2-storey entertainment building. 3, Production areas: Plant 1# (two 1-storey production buildings); one 1-storey warehouse/production building; one 1-storey boiler room; Plant 2# (one 2-storey production/warehouse building); Plant 3# (one 2-storey production/warehouse building); Plant 4# (one 1-storey production/warehouse building, one 1-storey warehouse building); one 1-storey building not put into use. Plant 5# (one 2-storey production/warehouse building). The main products were disposable pulp mold tableware. Main production process including pulping, molding, filming, disinfecting, edge cutting, inspection and packing.</p> <p>[Employee analysis]: There were total 793 employees at the factory including 295 males and 498 females. There was no young worker at the factory.</p> <p>[Summary of working hour]: The audited factory used electronic attendance records to record workers' working hours. The auditee had no obvious peak season. The attendance records from Dec 2019 to audit day were provided for review. Auditor selected May 2020, Aug 2020 and Nov 2020 as samples. There was one shift for office employees that was from 8:00 to 17:30 with a lunch break from 12:00 to 14:00. There were three shifts for other employees: 1st shift: 8:00-16:00; 2nd shift: 16:00-0:00; 3rd shift: 0:00-8:00. The normal working hours were 7.5 hours per day and 37.5 hours per week for office employees and the normal working hours were 8 hours per day and 40 hours per week for other employees. Employees could rest at least one day per week. Employees had no overtime in normal working days. The monthly overtime hours exceeded legal limit of 36 hours in some sampled months. Details please refer to finding report.</p> <p>[Summary of compensation]: The payroll records from Dec 2019 to Nov 2020 were provided for review. Auditor selected May 2020, Aug 2020 and Nov 2020 as samples. Workers were paid by hourly rate around 25th of the following month by bank transfer. The lowest wage paid to workers was RMB2000 per month/RMB11.5 per hour which was higher than the local minimum wage requirement (RMB1410 per month/8.10 per hour). Workers were paid 200% of normal rate for overtime on rest days. No overtime was arranged at national holidays and normal wage was paid for workers at national holidays.</p> <p>[Summary of interview]: Worker interview was conducted by individually and in group. 28 employees were sampled and no complaint was raised.</p> <p>[Special scene during on site observed]: 1. There was no agency or contractor used by the auditee, so agency or contractor's license/permit or labor contract was not applicable. No any government waiver was provided. There was no collective bargaining agreement at the factory. No inconsistency was detected between attendance records and production records. Hence, related photos were not available. 2. According to social insurance website review and management review, 5 kinds of social insurances covered 1065 employees in December 2020. Except auditee's all employees were covered by social insurances and the rest employees were belonged to the other company under their Group company. No hidden worker was noted during this audit. 3. Auditor name: Shawn Wu; APSCA registration number: RA 21700805</p>

Auditor name: Jack Zheng; APSCA registration number: RA 21703745

Ratings Summary



Auditee's background information			
Auditee's name :	SHAONENG GROUP GUANGDONG LUZHOU ECO TECHNOLOGY CO., LTD.	Legal status :	Other limited company
Local Name :	韶能集团广东绿洲生态科技有限公司 (91440282730452391L)	Year in which the auditee was founded :	2001
Address :	Yingbaoqian, Quan'an Town	Contact person (please select) :	Yunhong Zeng
Province :	Guangdong	Contact's Email :	zx12024apcb@yeah.net
City :	Nanxiong	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.gdlz.com
GPS coordinates :	N 25°7'45" E 114°15'3"	Total turnover (in Euros) :	47000000.00
Sector :	Non-Food	Of which exports % :	95.00
Industry :	Forestry, wood, pulp and paper	Of which domestic market % :	5.00
If other, please specify :		Production volume :	22000 tons per year
Product Group :	Forestry derivates	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Disposable pulp mold tableware		

Auditee's employment structure at the time of the audit			
Total number of workers :	793	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	295	498	
Temporary workers	0	0	
In management positions	21	10	
Apprentices	0	0	
On probation	0	0	
With disabilities	3	2	
Migrants (national citizens)	56	25	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	295	498	
Production based workers	0	0	
With shifts at night	265	462	
Unionised	295	498	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 202229] Audit Date: 30/12/2020 PA Score: D

Deadline date:29/12/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The audited factory had established a series of social responsibility policies and procedures including no bonded labor, no discrimination, freedom of association, no child labor, protection for young workers, wages and benefits, working hours, occupational health and safety, environment protection, anti-corruption, etc. Qixin He (Management Representative) was responsible for the establishment, implementation and maintenance of the amfori BSCI system. The significant business partners signed social responsibility commitment letter, amfori BSCI COC and TOI. The significant business partners were also regularly conducted social compliance assessment by the audited factory. There was no zero tolerance issue found during the audit. However, gaps had been identified in the performance area.

被审核工厂已制定了一系列社会责任政策和程序文件，包括禁止强迫劳工、禁止歧视、自由结社、禁止雇佣童工、未成年工保护、工资和福利、工作时间、职业健康安全、环境保护、反腐败等。贺齐欣(管理者代表)来负责amfori BSCI管理系统的建立、施行和维护。重点商业伙伴有签署社会责任承诺书、amfori BSCI行为准则和实施条款。被审核工厂也对重要商业伙伴进行了定期的社会责任评估。审核中没有发现零容忍项。但是，在该执行领域仍然存在差距。

1.1 - The factory established amfori BSCI social compliance procedures, conducted internal assessment and management review. However, the amfori BSCI social compliance management system was not completely implemented due to some findings were found in some performance areas, such as monthly overtime hours exceeding the requirement of local law in some months, audit findings for health and safety, etc.

工厂建立了amfori BSCI社会责任程序文件，进行了内审及管理评审。但是由于部分执行领域存在一些问题点，例如一些月加班超过法规要求，健康安全中发现问题等等，因此amfori BSCI管理体系没有完全的执行。

1.4 - Factory provided capacity assessment record and cost calculation records for review. Workforce capacity was not properly organized to meet the expectation of delivery order, which resulted that workers' overtime hours exceeded local legal requirement (maximum monthly overtime hours were up to 40 hours in sampled months).

工厂提供了产能评估记录和成本计算记录提供审核。工厂没有适当组织劳动力以达到交付订单预期要求，导致工人加班时间超过法律要求（在抽样月份最大加班达到40小时）。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 202229] Audit Date: 30/12/2020 PA Score: A

Deadline date:31/03/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Factory displayed amfori BSCI code of conduct at the factory. The factory set up long term goals to protect workers according to amfori BSCI CoC. The factory provided training regarding rights and responsibilities and workers knew their rights and responsibilities. Grievance procedure and grievance channels were established. Workers could raise their concerns to the management directly, or using the suggestion box, or feedback to the worker representatives/trade union, etc. However, gaps had been identified in the performance area.

工厂有张贴amfori BSCI行为准则。工厂有根据amfori BSCI行为准则建立起长期目标以保护员工。工厂有提供权利和责任的培训和工人知道其权利和责任。工厂建立了投诉程序和渠道。工人可以直接向管理层表达他们的顾虑，或通过意见箱反馈意见，也可以通过工人代表或工会表达他们的意见。但是，在该执行领域仍然存在差距。

2.4 - The factory regularly provided the training to employees regarding contents of the amfori BSCI code of conduct. However, one interviewed worker representative was not clear about partial content of the amfori BSCI Code of Conduct.

工厂有定期提供amfori BSCI行为准则的内容培训。但是访谈的一名员工代表对amfori BSCI行为准则部分内容不了解。

Remarks from Auditee:

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

Full Audit [Audit Id - 202229] Audit Date: 30/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

106 worker representatives were freely elected by workers in Apr 2020. There was trade union established in 2018 at the factory. According to worker and worker representative interview, the communication was free between workers and worker representatives and the worker representatives could fulfill their duties without any restriction at the workplace.

在2020年4月由工人自由选出106名员工代表。在2018年工厂有成立工会。根据员工和员工代表访谈，员工与员工代表之间可以自由的沟通交流和工人代表可以行使他们的职责而不会有任何限制。

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 202229] Audit Date: 30/12/2020 PA Score: B	Deadline date:31/03/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The anti-discrimination management procedure was established. Based on document review and worker interview, they were not subjected to any discrimination regarding gender, marriage status, religion belief or age, and so on. Based on management interview, the factory did not receive discrimination case reported. However, gaps had been identified in implementation. 工厂建立了反对歧视管理程序。通过文件评审和工人访谈，工人没有受到性别、婚姻状况、宗教信仰或年龄等歧视。通过管理层访谈，工厂没有收到歧视案例的情况。但是在执行的过程当中还是存在以下差距： 4.3 - The factory established disciplinary measures and the disciplinary measures were not against the law. However, worker and their representatives were not involved in the development of disciplinary measures. 工厂建立了惩戒措施，惩戒措施均未违反法律要求。但是，工人和工人代表未参与工厂惩戒措施的制定。	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 202229] Audit Date: 30/12/2020 PA Score: A	Deadline date:31/03/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory established the wage payment system as per the requirement of local law. Employees were paid by hourly rate. Wages were paid to employees around 25th of following month by bank transfer. Workers were not subjected to the illegal deduction. The payroll records from Dec 2019 to Nov 2020 were provided for review. Auditor selected payroll records of May 2020, Aug 2020 and Nov 2020 as samples. RMB2000 per month/RMB11.5 per hour was paid as basic wage at the factory which was higher than the local minimum wage requirement (RMB1410 per month/8.10 per hour). They were paid 200% of normal rate for overtime on rest days. Workers had no overtime on weekday and national holidays. Workers were paid normal wage for national holidays. All workers were covered by the 5 kinds of social insurance (injury/medical/maternity/retirement/unemployment insurance). However, gaps had been identified in implementation. 工厂按照法规要求建立了工资支付系统。员工以时薪支付。工资在下月25日左右通过银行转账发放给员工。工人没有遭受非法扣款。工厂提供了2019年12月至2020年11月的工资记录，抽样月份为2020年5月、2020年8月及2020年11月。工厂支付员工最低基本工资为每月2000元/每小时11.5元高于当地法定的最低工资标准（每月1410元/每小时8.10元）。员工在休息日的加班费按照正班工资的200%支付。工人在法定假和工作日没有加班。工厂有支付工人在法定假基本工资。所有员工被5种社保（工伤/医疗/生育/养老/失业保险）覆盖。但是在执行的过程当中还是存在以下差距： 5.4 - Basic living wage was guaranteed for workers at the factory per the wage records review. However, it was noted that the factory was not clear about living wage and local living cost. 工资记录显示工厂保障了最低生活需求工资的水平。但是工厂不清楚生活工资概念和当地生活成本。	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 202229] Audit Date: 30/12/2020 PA Score: D	Deadline date:29/12/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Workers' working hours were recorded by electronic attendance system. According to management interview and document review, there was no low or peak production season. The factory provided the attendance records from Dec 2019 to audit day. Attendance records of May 2020, Aug 2020 and Nov 2020 were selected as samples. The normal working hours were 7.5 hours per day and 37.5 hours per week for office employees and the normal working hours were 8 hours per day and 40 hours per week for other employees. Employees had at least 1 day off in every 7 days. According to worker interview, workers confirmed that they worked overtime voluntarily. However, gaps had been identified in implementation. 工厂使用电子考勤系统记录员工工作时间。根据管理层访谈和文件评审，工厂没有淡旺季。工厂提供了2019年12月至审核日考勤，抽样的考勤月份为2020年5月、2020年8月和2020年11月。办公室人员正常工作时间是每天7.5小时和每周共37.5小时，其他人员正常工作时间是每天8小时和每周共40小时。员工每7天至少有1天休息。根据员工访谈，员工加班是自愿的。然而在执行的过程当中还是存在以下差距： 6.2 - Sampling 28 employees' time records were in May 2020, Aug 2020 and Nov 2020. The maximum overtime hours were 32 hours in Nov 2020 which did not exceed legal limit of 36 hours. However, the maximum overtime hours were 40 hours in May 2020 and 40 hours in Aug 2020 which exceeded legal limit of 36 hours. (PRC Labor Act (1995), Article 41). 抽样28名员工的考勤在2020年5月、2020年8月和2020年11月。2020年11月月最大加班为32小时没有超过法定的36小时，然而，2020年5月和2020年8月的最大月加班分别为40小时和40小时超过法定的36小时。	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 202229] Audit Date: 30/12/2020 PA Score: A	Deadline date:31/03/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory established the health and safety control procedures and regularly provided health and safety training for employees. The factory established the health and safety committee to take charge of health and safety system. There were enough safety exits in each area. Safety exits were installed with emergency lights and exit signs. The scape routes were kept unobstructed. Fire fighting equipments were sufficient and inspected regularly. Per observation and test on site, fire fighting equipments were kept in good conditions. Fire evacuation drills were conducted twice per year. Workers knew how to escape under the emergency case. Employees had the right to remove themselves from imminent danger without seeking permission from the factory. Sufficient first aid supplies were available at each area. There were 21 trained first aiders at the factory. Potable water was provided for free at the factory. Public transportation, canteen and dormitory were provided at the factory. On the whole, health and safety management system was well maintained. However, gaps had been identified in implementation.</p> <p>工厂建立了健康和安全程序并定期提供了健康安全的培训给员工。工厂建立了健康安全委员会负责健康安全体系。每个区域有足够的安全出口。安全出口有安装应急灯和出口标识。工厂逃生路线保持通畅。消防设施在厂内配置足够并对其进行定期检查。经过现场观察和测试，消防器材处于良好状态。工厂消防疏散演习一年进行2次。工人知晓在紧急情况下如何疏散。员工有权利在遇到使自己远离即时发生的危及自身安全的严重危险，而不需要工厂的事前准许。每个区域有足够的急救用品。工厂有21名急救员。工厂提供了免费的饮用水。工厂有提供公共交通、食堂和宿舍。总体上工厂的健康安全体系有较好的维护，但是在执行的过程当中还是存在以下差距：</p> <p>7.1 - The factory was in line with partial regulations on occupational health and safety for its activities. The occupational health and safety procedures were established. However, they were not fully implemented and some non-compliances were found in PA7. 工厂的运作活动部分符合职业健康安全的规定。工厂有建立职业健康安全方面的程序，但没有充分实施，导致在PA7还发现一些不符合项。</p> <p>7.7 - Hazardous chemicals were stored in special warehouse posting with material safety data sheet for workers' reference. However, at least 10 barrels of chemical stored in chemical warehouse were not equipped with secondary containers. (Regulations on Dangerous Chemical Safety Management (2002), Amendment (2011), Article 20)</p> <p>危险化学品存放在专门的仓库，并且放置了物质安全资料表供员工查阅。但是，至少10桶在化学品仓库存储的化学品没有设置二次容器。</p> <p>7.21 - Kitchen is clean. However, 1 out of 2 doors in the kitchen is not installed with auto-closed device or air curtain and it is kept open to outside during the tour. (Food safety operation standard for catering service, Article 4.3.3.1) 厨房是卫生的。但是，厨房两个门中的一个没有安装闭门器或者空气帘，在走访当中保持对外开放。</p> <p>7.22 - Toilets are sufficient and clean. However, no toilet paper is available for 2 toilets in workshops. 工厂提供了足够的干净的洗手间。但是，车间有两个厕所没有提供纸巾。</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 202229] Audit Date: 30/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory established the recruitment procedure to prohibit using child labor and also established remedial procedure to provide for further protection in case children were found. The factory checked new employees' original identity cards in hiring process and kept copies of identity cards. There was no child worker and the youngest employee was 19 years old at the factory. 工厂建立了招聘程序来禁止使用童工，也建立了补救程序以确保发现儿童劳工后提供进一步保护。在招聘时工厂检查新员工的身份证原件，并保存身份证复印件。工厂没有童工，最小年龄的员工是19岁。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 202229] Audit Date: 30/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory established protection procedure for young workers as per local law, and also conducted risk assessment to identify and reduce harm to young workers. There was no young worker during the audit and the youngest worker was 19 years old. 工厂按照法规建立了未成年工保护程序，还对未成年工所处的风险进行评估，识别并减少未成年工所受到的伤害。审核时工厂没有未成年工，最小年龄员工是19岁。</p>	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 202229] Audit Date: 30/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: All hired workers signed labor contracts with the audited factory (SHAONENG GROUP GUANGDONG LUZHOU ECO TECHNOLOGY CO., LTD.) within one month and were provided copies of labor contracts as well. The factory did not use employment arrangements in a way that deliberately conflicted with the genuine purpose of the law. 被审核工厂（韶能集团广东绿洲生态科技有限公司）会与所有雇佣的员工在一个月内签订劳动合同，同时给员工提供一份劳动合同。工厂没有以故意抵触原有法律目的的方式使用雇佣协议。	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 202229] Audit Date: 30/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The procedure were established to prevent bonded labor. According to onsite observation, document review and workers interview, workers could freely leave workshops when off duty. No inhuman treatment case was identified regarding verbal abuse, corporal punishment, mental coercion or physical coercion, etc. No personnel wage was withheld by the factory. 工厂建立了防止强迫劳工的程序。通过现场观察、文件评审和员工访谈，工人下班可以自由离开生产车间，没有发现辱骂、体罚、精神胁迫或身体胁迫等非人道待遇情况。工厂没有扣押员工薪资。	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 202229] Audit Date: 30/12/2020 PA Score: A	Deadline date:30/06/2021
GOOD PRACTICES: ISO14001:2015 Certificate was obtained.	
AREAS OF IMPROVEMENT: The factory established environment protection procedure. Factory provided the environment protection trainings for employees. The environment protection laws were collected and provided for review. The hazardous wastes were regularly collected by qualified company. Environmental Impact Assessment report with its approval document, the environmental protection acceptance check report for construction project and pollutant discharging license were provided for review. However, gaps had been identified in implementation. 工厂建立了环境保护程序。工厂给员工提供了环境保护培训。工厂收集了环境保护法律法规并提供审核。危险废弃物被有资质单位定期回收。环境影响评估报告及其批复、建设项目竣工环境保护验收报告和排污许可证有提供审核。但是在执行的过程当中还是存在以下差距： 12.1 - Environmental Impact Assessment (EIA) report was provided. According to the EIA approval, the kitchen belonged to medium-size catering unit, the cooking fumes emission needed to meet the Cooking Fumes Emission Standard-GB18483-2001, but the factory did not conduct the Cooking Fumes testing to monitor the emission compliance yet. (Cooking Fumes Emission Standard-GB18483-2001) 环境影响评估报告有提供审核。据环评批复，工厂厨房属于中等规模的餐饮单位，厨房油烟的排放需达到《饮食业油烟排放标准》-GB18483-2001的要求，但工厂未进行油烟检测以监控排放的符合性。	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 202229] Audit Date: 30/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory had identified the situations and activities where act of corruption, extortion and embezzlement were most likely to occur and developed relevant policies against them which were communicated to all employees. Factory respected the basic rights of workers to the greatest extent, especially the right of privacy. According to onsite observation, worker interview and document review, the factory provided consistent information during the audit. No non-ethical behavior was found during the audit. 工厂识别了各种可能存在贪污、勒索和侵占的情形及行为并制定了相关的反腐败、反贪污的政策，并向所有员工传达了该政策。工厂最大程度地尊重工人个人的基本权利，尤其是隐私权。根据现场观察、员工访谈和文件评审，工厂在审核中提供了一致性的信息。审核中没有发现不道德商业行为。	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	30/12/2020	202229	D	A	A	B	A	D	A	A	A	A	A	A	A	C

Producer Photos



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



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



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



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



Photo first aid facilities
2. First aid kit.JPG



Photo of chemical storage room (if applicable)
3. Chemical storage area.JPG



Photo of fire safety equipment
4. Evacuation Exit sign.JPG



Photo of fire safety equipment
4. Evacuation Plan.JPG



Photo of fire safety equipment
4. Fire Alarm.JPG



Photo of fire safety equipment
4. Fire Extinguishers.JPG



Photo of fire safety equipment
4. Fire hydrant.JPG



Photo of fire safety equipment
4. Spraying system.JPG



Photo of fire safety equipment
4. Testing of emergency light.JPG

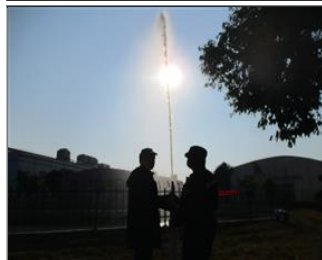


Photo of fire safety equipment
4. Testing of fire hydrant.JPG



Photo of non-conformity
5. NC 7.21 Door in the kitchen is not installed with auto closed device or air curtain.JPG



Photo of non-conformity
5. NC 7.7 No secondary container.JPG



Photo of the canteen (if applicable)
6. Canteen.JPG



Photo of the code of conduct on display
7. BSCI Poster.JPG



Photo of the dormitories (if applicable)
8. Dormitory building.JPG



Photo of the dormitories (if applicable)
8. Dormitory room.JPG



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



Photo of the personal protection equipments (if applicable)
10. PPE usage.JPG



Photo of the sanitary facilities
13. Drinking water.JPG



Photo of the sanitary facilities
13. Toilet.JPG

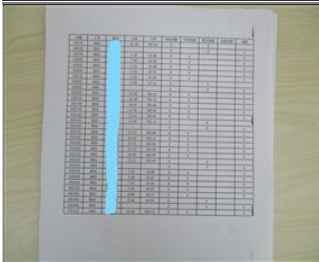


Photo of non-conformity
5. NC-maximum overtime hours exceeded legal limit of 36 hours in Aug 2020.jpg

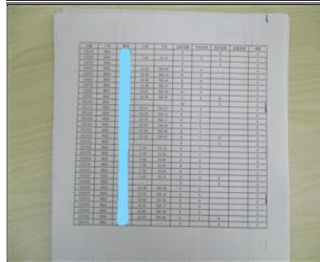


Photo of non-conformity
5. NC-maximum overtime hours exceeded legal limit of 36 hours in May 2020.jpg

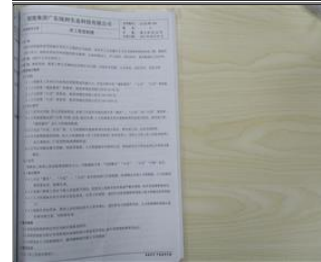


Photo of non-conformity
5. NC-Worker and their representatives not involved in the development of disciplinary measures.JPG



Photo of the inside of the main production hall
9. Bus.JPG



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



Photo of the inside of the main production hall
9. Time attendance machine.JPG



Photo of the inside of the main production hall
9. Disinfecting section.JPG



Photo of the inside of the main production hall
9. Edge cutting section.JPG



Photo of the inside of the main production hall
9. Filming section.JPG



Photo of the inside of the main production hall
9. Final products warehouse.JPG



Photo of the inside of the main production hall
9. Inspection and packing sections.JPG



Photo of the inside of the main production hall
9. Molding section 1.JPG



Photo of the inside of the main production hall
9. Molding section 2.JPG



Photo of the inside of the main production hall
9. Pulping section 1.JPG



Photo of the inside of the main production hall
9. Pulping section 2.JPG