
Auditee :	Texpack Manufacturing Limited
Audit Date From :	06/11/2019
Audit Date To :	08/11/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Dylan Chen(Lead)
Auditing Branch (if applicable) :	SGS 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: <table><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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
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: <table><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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
C Acceptable	<ul style="list-style-type: none">• Maximum 2 Performance Areas rated D• No Performance Areas rated E These are three examples: <table><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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
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																													
D Insufficient	<ul style="list-style-type: none">• Maximum 6 Performance Areas rated E These are three examples: <table><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>D</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	D	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.
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	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated E These are three examples: <table><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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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																													
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 :	Texpack Manufacturing Limited		
DBID number :	395455		
Audit ID :	166969		
Address :	No. 1, West Qilong Road, Shiqi Town, Panyu District, Guangzhou		
Province :	Guangdong	Country :	China
Management Representative :	Hao Wang		
Contact person:	Christinna Liu	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	other soft goods (please specify)
Product Type :	Packaging bag, protect cover, shopping bag, sleeping pillow, neck pillow, foam cushion, foam topper, mattress cover, sofa cover		

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 : 08/11/2020

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	B	A	A	B	D	A	A	A	A	A	B	A

Executive summary of audit report

Texpack Manufacturing Limited (The unified social credit code: 91440113669997586X) was established on Jan 7, 2008 based on business license checking, and the audited factory located at No. 1, West Qilong Road, Shiqi Town, Panyu District, Guangzhou City, Guangdong Province, China. The main products manufactured in the factory were packaging bag, protect cover, shopping bag, sleeping pillow, neck pillow, foam cushion, foam topper, mattress cover, sofa cover. The main production activities included fabric and PVC cutting, ultrasonic heat connecting, nailing button, sewing and packing. The factory used one 5-storey production building (covering about 3400 S.Q. meters) and one 2-storey office building (covering about 200 S.Q. meters), no dormitory, kitchen and canteen were available in the audited factory.

Total 157 employees including 41 male employees and 116 female employees worked in the factory, and all employees were recruited by the audited factory.

Ms. Christinna Liu / Sales Manager and Ms. Lanmei Jiang /workers representative signed the onsite CAP.

The factory provided attendance records from Oct 1, 2018 to the audit days and payroll records from Oct 2018 to Sep 2019 for review. The regular working hours were 5 days per week and 8 hours per day. And all workers worked in one shift in daytime (8:00-12:00, 13:20-17:20) except 4 guards worked in three shifts. Workers usually had 1~2 hours OT at night and 8 hours OT on Saturdays, and rest in all Sundays and statutory holidays. All workers were paid by hourly rate, the minimum wage was RMB 2100 per month which meet the legal requirement. And the factory provided meals and accommodation allowance and position allowance for employees.

Remark, address in business license was (Production building) West part, West Qilong Road, Dalong Street, Panyu District, Guangzhou City, Guangdong Province, China. Due to local address updated, No. 1, West Qilong Road, Shiqi Town, Panyu District, Guangzhou City, Guangdong Province, China was more detail address. And two addresses were the same place.

The audit was conducted by Dylan Chen (Leader auditor/ APSCA number: RA21702069)

Ratings Summary


Auditee's background information			
Auditee's name :	Texpack Manufacturing Limited	Legal status :	Co., Ltd
Local Name :	广州昆德日用品有限公司 (91440113669997586X)	Year in which the auditee was founded :	2008
Address :	No. 1, West Qilong Road, Shiqi Town, Panyu District,	Contact person (please select) :	Christinna Liu
Province :	Guangdong	Contact's Email :	christinna@texpack-kunde.com
City :	Guangzhou	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.texpack.cn
GPS coordinates :	N22°57'22.50" E113°25'23.69"	Total turnover (in Euros) :	6000000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	10.00
If other, please specify :		Production volume :	10000000 PCS PER YEAR
Product Group :	other soft goods (please specify)	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Packaging bag, protect cover, shopping bag, sleeping pillow, neck pillow, foam cushion, foam topper, mattress cover, sofa cover		

Auditee's employment structure at the time of the audit		
Total number of workers :	157	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	41	116
Temporary workers	0	0
In management positions	6	18
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	32	93
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	41	116
Production based workers	25	78
With shifts at night	4	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 166969] Audit Date: 06/11/2019 PA Score: D

Deadline date:31/05/2020

GOOD PRACTICES:

NA

AREAS OF IMPROVEMENT:

Consolidated finding: The factory established completed policy and procedures on social responsibility. For example, the procedures on young workers protection, no discrimination, freedom of association, environment protection, working hours, EHS, commercial ethics etc. Mr. Hao Wang / Senior Manager was appointed as Amfori BSCI representative and took whole charge of Amfori BSCI affairs in the factory. social responsibility relevant representatives were basic familiar with social responsibility content. The factory conducted social responsibility internal audit and management review in Jul 2019, and the factory also established to select, manage and monitor of its own significant business partners. The main auditee calculated the workforce capacity, such as production plan was implemented in production process. However, gaps had been identified in implementation:

综合概况: 工厂建立了完整的社会责任政策和程序, 例如程序中包括未成年工的保护, 没有歧视, 自由结社, 环境保护, 工作时间, 健康安全, 商业道德等内容。工厂指定了王浩先生/高级经理为Amfori BSCI负责人, 统筹整个工厂的Amfori BSCI事务。工厂社会责任相关代表基本了解社会责任的内容。工厂在2019年7月份实施社会责任的内审和管理评审, 且工厂建立了合作商的筛选程序去选择, 管理和监控重要合作商的社会责任。被审核方进行了产能评估的计算, 例如在生产过程中实施生产计划, 但发现被审核方在如下方面和Amfori BSCI要求有差距:

- 1.1 -** Finding: The main auditee partially respected the principle because the factory didn't implement Amfori BSCI system completely and lead to some issue were found in this audit. The factory established Amfori BSCI procedures and assigned relevant responsible persons to manage different areas in Amfori BSCI system, and the factory updated the system code periodically. But gaps were identified between the requirements of Amfori BSCI during the system implementation, there were health and safety issues (occupational health exam, machine guards, PPE wearing, etc.), working hour issues, social insurance issue, environment protection issue etc.
被审核方部分遵守Amfori BSCI行为守则。因为工厂没有实施完整的Amfori BSCI系统导致本次审核中出现了一些发现点。工厂有建立Amfori BSCI体系的相关程序, 并指派相关的负责人负责管理系统的不同区域。工厂定期更新该程序。但是工厂在执行Amfori BSCI体系时与要求存在差距, 工厂现场存在健康安全问题(职业健康体检, 机器防护, 劳保用品的穿戴等等)、工时管控超时、社保问题和环境保护问题等。
- 1.4 -** Finding: The main auditee partially respected this principle because the factory had understood calculating the costs of production and delivery times. However, calculation was based on production is 8~10 hours per day, 6 days per week, 12 months per year, in this case, it would lead to the things that monthly overtime exceeded 36 hours required by local law.
被审核方部分遵循该准则。原因是工厂理解如何计算生产产能和交货周期。但工厂产能规划的计算基准为每天8-10小时, 6天每周, 12月每年, 这样会导致工厂按照其方式控制时, 员工月加班时间超过法律规定的36小时。

Remarks from Auditee:

Nil

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 166969] Audit Date: 06/11/2019 PA Score: B

Deadline date:31/01/2020

GOOD PRACTICES:

NA

AREAS OF IMPROVEMENT:

Consolidated finding: The factory voted two workers representatives in Mar 2019. And the factory provided training on workplace-related issues, the laws, factory regulations, no child labour, no discriminate, working hours, wage and benefit, emergency procedure, Amfori BSCI code, environment protection etc. And on-board training also provided to new employees when recruitment. Effective grievance mechanism such as suggestion box, taking to supervisor face to face, communicate with workers representatives. And the factory established the long-term goal of protecting employees. However, some workers and workers representative were not familiar with Amfori BSCI code, and a few workers did not know who worker representatives was, gaps had been identified in implementation as follow:

综合概况: 工厂2019年3月份选举了2名员工代表, 且工厂为员工提供如下的培训: 工作场所的相关事情, 法律法规, 工厂制度, 禁止雇佣童工, 禁止歧视, 工作时间, 工资福利, 应急程序, Amfori BSCI准则, 环境保护等。同时工厂在新员工入职时提供岗前的培训。工厂建立了有效的申诉机制, 如意见箱, 和主管面对面的反馈, 和员工代表交流。且工厂建立了保护员工的长期目标。但是部分员工和员工代表不熟悉Amfori BSCI的准则, 少数员工不知道谁是员工代表, 发现工厂在以下执行中存在如下不符合项:

- 2.4 -** Finding: The main auditee partially respected this principle because the factory provided irregularity social responsibility training to employees including health safety management, machines operating, wage benefit, working hours, factory rules and regulation, environment protection etc. However, based on interviewed workers and workers representative, they were not familiar with the code of Amfori BSCI.
被审核方部分遵循该准则。因为工厂为员工提供不定期的社会责任的培训, 包括健康安全, 机器操作, 工作福利, 工作时间, 工厂的厂纪厂规, 环境保护等培训。但是基于员工访谈和员工代表访谈, 他们对Amfori BSCI准则不是很熟悉。
- 2.5 -** Finding: The main auditee partially respected this principle because the factory had a workers committee, and two workers representative were voted by the audited factory on Mar 14, 2019. But according to workers interview, it was noted a few workers did not know who worker representatives was.
被审核方部分遵守该原则。因为工厂有一个工人委员会, 2名员工代表由工厂在2019年3月14日选举产生。但是基于员工访谈, 少数员工不了解谁是员工代表。

Remarks from Auditee:

Nil

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

Full Audit [Audit Id - 166969] Audit Date: 06/11/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

NA

AREAS OF IMPROVEMENT:

Consolidated finding: 2 worker representatives in the workers committee were elected by employees, worker representatives communicate with the management regularly. Last communication meeting was held on Sep 30, 2019. No collective bargain agreement was in the factory, and the factory did not prevent employees from negotiating with management when they wanted to bargain. Workers representative was production worker who worked with other production workers in workshop, she could communicate with other workers freely, and no discriminate was for her due she was workers representative.

综合概况: 工厂由员工选举了2名员工代表。员工代表定期同管理层沟通。审核工厂无集体谈判协议, 工厂也未阻止员工在他们有意愿时, 同管理层谈判。工人代表本身是生产车间员工, 她可以自由和员工交流, 不会因为她是员工代表而歧视她。

Remarks from Auditee:
Performance Area 4 : No Discrimination

Full Audit [Audit Id - 166969] Audit Date: 06/11/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

NA

AREAS OF IMPROVEMENT:

Consolidated finding: Employees and management knew Anti-discrimination policy in the factory, and the factory implemented Anti-discrimination risk assessment to identify key risk in the factory. Meanwhile, no reprisals were conducted when employees complained to management.

综合概况: 员工和管理层了解反对歧视的政策, 且工厂实施了反对歧视的风险评估, 识别工厂内关键的歧视风险点。同时, 工厂不会对员工抱怨实施打击报复。

Remarks from Auditee:
Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 166969] Audit Date: 06/11/2019 PA Score: B

Deadline date:31/05/2020

GOOD PRACTICES:

NA

AREAS OF IMPROVEMENT:

Consolidated finding: Wages and benefit paying system were established in the factory. Factory procedure indicated that statutory holidays, sick leave, annual leave, marriage and maternity leave would pay for employees according to laws. The factory provided wages from Oct 2018 to Sep 2019 for review, and employees were paid in the end of next month for last month by cash. The minimum wage was RMB 2100 per month for regular working hours from Oct 2018 to Sep 2019 which meet the requirement of local laws (RMB 2100/Month was equivalent to RMB 12.07/hour since Jul 1, 2018). Only personal part social insurance was deducted in wage according to laws rate. And the factory provided different positions allowance according to work ability and performance. Meals and accommodation allowance were provided for employees due the factory didn't provide dormitory and canteen in the factory. No practices were in disciplinary measures by fine. But the factory only provided social insurance for part employees, gap had been identified in implementation as follow:

综合概况: 工厂建立了工资支付政策和福利系统。工厂程序显示工厂依据法律为员工提供法定假, 病假, 年检, 婚假和产假工资。工厂提供的2018年10月至2019年9月的工资记录工厂查看, 员工每月月底通过现金拿工资。工厂在2018年10月到2019年9月的最低工资为RMB2100和法规要求(2018年7月1日之后为2100元每月, 等价于12.07元每小时)相同。工资表中仅按照法规比例扣除员工个人部分的社保费用, 且工厂根据员工的工作能力和表现提供不同员工不同的岗位工资。由于工厂没有为员工提供宿舍和饭堂, 工厂也为员工提供伙食和外宿补贴。没有发现惩罚过程中使用罚款的现象。但工厂仅为部分员工提供社会保险, 发现工厂在以下执行中存在如下不符合项:

- 5.5 - Finding: The main auditee didn't respect this principle because the factory didn't purchase social insurance to part employees. Total 157 employees worked in the factory during audit. And there were 4 retired male employees and 4 retired female employees in the factory. So the factory should provide medicine insurance and injury insurance to 157 employees, maternity insurance, unemployment insurance and retirement insurance to 149 employees in Oct 2019. The factory social insurance payment date was in the middle of month for current month, so the last social insurance payment data was in Oct 2019. Based on the social insurance payment records from Aug 2019 to Oct 2019 review, the factory only provided medicine insurance and injury insurance to 79 employees (50.3%), retirement insurance, maternity insurance and unemployment insurance to 79 employees (53.0%) in Oct 2019. Remark: The factory provided one group commercial insurance (injury and medical) for total 100 employees. And valid date was from Nov 2, 2019 to Nov 1, 2020.

被审核方未遵守该原则, 因为工厂没有为部分的员工购买社会保险。审核当天全厂人数为157人。其中有4名退休的男员工和4名退休的女员工, 所以工厂在2019年10月应为157名员工购买工伤和医疗保险, 为149名员工购买生育, 养老和失业保险。工厂社保缴费日期为每月中旬为当月购买社会保险, 所以最新的社保数据为2019年10月份。根据工厂提供的2019年8月至2019年10月的社保缴费凭证及台账显示, 工厂在2019年10月为其中的79名员工(50.3%)购买了工伤和医疗保险, 为其中的79名员工(53.0%)购买了养老保险, 生育和失业保险。工厂有购买一份团体意外伤害保险覆盖100名员工, 有效期从2019年11月2日至2020年11月1日。

Remarks from Auditee:

Nil

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 166969] Audit Date: 06/11/2019 PA Score: D

Deadline date:31/05/2020

GOOD PRACTICES:

NA

AREAS OF IMPROVEMENT:

Consolidated finding: Workers' attendance records were recorded by IC card attendance system. According to the policy and implementation records, the normal working hours were 5 days per week, 8 hours per days. All employees worked in one shift except guards worked in 3 shifts. Workers usually did 1~2 hours OT on weekdays, 8 hours OT on Saturday, no any OT was arranged on Sunday and public holidays, workers had right to choose working overtime or not. One day rest in seven days were guaranteed for employees. And the factory paid OT wages on weekdays and weekends by 150% and 200% rate respectively. However, gap of overtime hours had been identified in implementation:

综合概况: 员工的考勤记录通过IC卡系统进行记录。依照政策以和实施的记录, 员工正班时间为每周5天, 每天8小时。除了保安工作3个班次, 所有其它的员工工作一个班次。员工平时晚上通常加班1~2小时, 周六加班8小时, 没有在周日和节假日安排任何的加班。员工可自愿选择是否加班。员工的7休一能得到保障。工厂支付员工在工作日和周末的加班费分别按照150%和200%的基数支付。不过, 工厂在加班时间的管控上不符合法规的地方:

- 6.2 - Finding:** The main auditee did not respect this principle because workers' overtime working hours exceeded legal laws. Based on sampling review employees' attendance records from Oct 1, 2018 to audit day and wage records from Oct 2018 to Sep 2019, all sampled workers' monthly overtime exceeded 36 hours except Feb 2019, and the maximum OT per month were 79 hours which happened in Aug 2019. The average OT hours per month were 65 hours.

被审核方没有符合该原则, 因为员工的加班时间超出法规要求 根据被审核方提供的2018年10月1日至审核当日的考勤以及2018年10月至2019年9月的工资记录, 抽样的员工的月加班超出36小时除了2019年2月份, 最大达79小时出现在2019年8月。平均的月加班为65小时。

Remarks from Auditee:

Nil

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 166969] Audit Date: 06/11/2019 PA Score: A

Deadline date:31/01/2020

GOOD PRACTICES:

NA

AREAS OF IMPROVEMENT:

Consolidated finding: The committee of health and safety was set up by the factory. Mr. Zhengbo Zhou/Plant Manager took whole charge of health and safety. The factory conducted health and safety risk assessment. Key risk points in this factory were fire safety, electricity safety and machines safety. For fire safety, the factory ensured enough fire equipment such as fire hydrant, fire extinguishers, fire alarm, smoke detect, exit sign and emergency, all fire-fighting equipments were inspection monthly in the factory. And enough exits and emergency staircase were in production building. For electricity safety, electricity equipments were inspected per month by one qualified electrician in the factory, covers were installed for all electricity boxes and switches. And warning sign was post on them. For mechanism safety, machines safety operations were set up for machines. But the factory didn't provided guards for part machines. Three trained first aiders for providing the service of first aid. Washing eyes facility and clean potable water were provided onsite. No dormitory and canteen were provided for employees, and no transportation was provided to workers either which were not available in china by local laws, gaps had been identified in implementation as follows:

综合概况: 工厂创建了员工的健康安全委员会, 周正波先生/厂长负责健康安全的全面管理。工厂实施了健康安全的风险评估, 被审核工厂关键的风险点为: 消防安全, 电器安全和机械安全风险。在消防安全方面, 工厂给所有车间配备了足够的消防设施, 例如消防栓, 灭火器, 消防警铃, 烟感, 出口标识和应急灯等, 所有的消防设施每月定期检查。且生产楼提供足够的出口和疏散楼梯。在电器安全方面, 工厂一名电工实施每月的电器检查, 工厂为所有的电箱和电开关提供保护盖。并为它们粘贴警示标识。在机械安全方面, 工厂建立了机器安全操作规程, 但工厂没有为部分机器安装防护装置。工厂3名急救员为员工提供急救服务。洗眼器和干净的饮用水提供给员工。被审核方没有给员工提供宿舍和食堂, 被审核方也没有给员工提供交通(在中国不适用, 没有相关法规要求)。发现工厂在以下执行中存在如下不符合项:

- 7.1 - Finding:** The main auditee partially respected this principle. Because EHS representative managed the health and safety things systematically. And the factory collected the law of health and safety, and regulation check and training were conducted in the factory, but gaps had been identified in implementation of the health and safety area. For instance, occupational health exam issue, machine safety issue, PPE wearing issue etc.
- 被审核方部分遵守该原则。因为健康安全代表系统管理健康安全事务, 工厂收集健康安全的法律法规, 并且定期提供检查及培训。但在健康安全区域出现一些不符合项, 如职业健康体检问题, 机器防护问题, 劳保用品穿戴问题。
- 7.3 - Finding:** The main auditee partially respected this principle. Because the factory carried out risk assessments for health and safety on site, but risk assessments for health and safety didn't mention detail information for all production processes. In addition, the factory didn't provide on-job occupational health examination for one ultrasonic wave heat connecting worker.
- 被审核方部分遵守该原则。因为被审核方在生产现场实施健康安全的风险评估, 但健康安全的风险评估没有涉及所有生产活动细节的信息。另外工厂没有为一名超声波热连接的员工提供在职的职业健康体检。
- 7.6 - Finding:** The main auditee partially respected this principle. Because the factory provided metal mesh gloves for cutting workers, ear-plug for nailing button workers. However, two nailing button workers didn't wear provided ear-plug during working.
- 被审核方部分遵守该原则。因为工厂为裁床的员工提供了钢丝手套, 为钉纽扣的员工提供了耳塞。但两名钉纽扣的员工工作时没有戴工厂提供的耳塞。
- 7.8 - Finding:** The main auditee partially respected this principle. Because the factory established emergence program, but the factory didn't post emergence program onsite for employees.
- 被审核方部分遵守该原则。因为工厂建立了应急程序, 但工厂没有为在现场为员工粘贴应急程序。
- 7.17 - Finding:** The main auditee didn't respect principle because the factory didn't provide belt guard for 4 sewing machines, and the factory didn't provide needle guards for 6 computer sewing machines and one locker sewing machine. In addition, the factory didn't install protection equipment for two button machines.
- 被审核没有遵守该原则。因为工厂没有为现场4台针车安装皮带轮保护装置, 没有为6台电脑车和一台锁边机安装挡挡板。另外工厂没有为2台打扣机安装护指器。

Remarks from Auditee:

Nil

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 166969] Audit Date: 06/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: Consolidated finding: Recruiting policy was set up in Texpack Manufacturing Limited. And it regulated that the factory would not recruit workers under 16. The factory established remediation measure of child labour in order to set up measure of recruiting child labour incidentally. No child labour was identified in the factory. The youngest worker was over 18 years old. 综合概况: 广州昆德日用品有限公司制定了招聘政策, 招聘政策显示工厂将不招16岁以下的员工。同时工厂制定了童工补救措施以防万一发现童工的应对措施。工厂未发现有任何童工存在。工厂内年龄最小员工为18岁。	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 166969] Audit Date: 06/11/2019 PA Score: A	Deadline date:31/01/2020
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: Consolidated finding: The policy of young worker protection was established in Texpack Manufacturing Limited. No young workers were in the factory during this audit. And the factory conducted young workers risk assessment, and the risk assessment included some elements but lacked requirement that young workers could not work at night, gap had been identified in implementation as follow: 综合概况: 广州昆德日用品有限公司制定了未成年工的保护政策。本次审核中, 工厂没有使用未成年工厂, 工厂实施了未成年工的风险评估, 且风险评估包括一些关键要素。但没有包括未成年工不能上夜班的要求, 发现工厂在以下执行中存在如下不符合项: 9.1 - Finding: The main auditee partially respected this principle. Because the factory conducted young workers risk assessment, and the risk assessment included elements that young workers were not suitable for working at hazardous and/or harmful working posts, young workers could not have OT. But this risk assessment didn't include requirement that young workers could not work at night. Remark, no young workers were in this audited factory. 被审核方部分遵守该原则。因为工厂实施了未成年工的风险评估, 且风险评估包括要素, 未成年工不适合在有有害岗位工作, 未成年工不能加班。但这个风险评估没有包括未成年工不能上夜班的要求。备注: 被审核工厂无未成年工。	
Remarks from Auditee: Nil	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 166969] Audit Date: 06/11/2019 PA Score: A	Deadline date:31/01/2020
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: Consolidated finding: Labor contracts were signed between the factory and employees. Meanwhile, a copy of contract was provided to employees. Based on statement of interviewed workers, workers understood the content of labor contract well and no illegal employment was identified during the audit. No foreign migrant and dispatching workers worked in factory. However, the factory didn't sign long-term contract for employees worked in the factory more than 10 years and employees who had signed labour contracts with the factory for more than two times, gap had been identified in implementation as follow: 综合概况: 工厂和员工均签订了劳动合同, 同时一份劳动合同副本提供给员工。通过员工访谈, 员工均了解劳动合同内容, 审核过程中, 工厂无不符合法规的用工形式存在。工厂无外国工人及派遣工。但是工厂没有同在工厂工作10年的员工和连续签订两次以上劳动合同的员工再次签订劳动时去签订无固定期限的劳动合同, 发现工厂在以下执行中存在如下不符合项: 10.2 - Finding: The main auditee partially respected this principle. Because the factory signed labour contract with all employees, but the factory didn't sign long-term contract for employees worked in the factory more than 10 years and employees who had signed labour contracts with the factory for more than two times. 被审核方部分遵守该原则。因为工厂所有的员工签订了劳动合同。但工厂没有同在工厂工作10年的员工和连续签订两次以上劳动合同的员工再次签订劳动时去签订无固定期限的劳动合同。	
Remarks from Auditee: Nil	

Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 166969] Audit Date: 06/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: <p>Consolidated finding: Texpack Manufacturing Limited established the policy on anti-forced labour. The management representative understood well the scope of forced labour. No inhumane or degrading treatment was found during the audit and according to workers interview. The discipline policy was also in line with legal requirement.</p> <p>综合概况: 广州昆德日用品有限公司制定了反强迫劳动的政策, 工厂负责人理解哪些方式是属于强迫劳动的范畴。本次审核中没有发现任何被侮辱或非人道的待遇。工厂的惩戒政策也是符合法律法规要求。</p>	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 166969] Audit Date: 06/11/2019 PA Score: B	Deadline date:31/05/2020
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: <p>Consolidated finding: The factory identified environmental factors, and the factory conduct waste air and boundary noise monitoring and test results were qualified. The factory also collected updated environment protection laws and rules. The factory made the policy and detail actions on saving energy, water and electricity usage statistic were provided by the factory. But the factory didn't conduct EIA and obtain EIA approval, gap had been identified in implementation as follow:</p> <p>综合概况: 工厂进行了环境因素的识别, 且工厂进行了废气和厂界噪音监测, 监测结果合格。工厂也收集和更新环境保护的法律和法规。工厂制定了节约环境的政策及具体措施, 且工厂在本次审核周期实施用水用电统计。但工厂没有进行环评和获得环评批复, 发现工厂在以下执行中存在如下不符合项:</p> <p>12.3 - Finding: The main auditee didn't respect this principle. Because the main production processes included cutting for fabric and PVC, nailing button, ultrasonic hot connecting, sewing and packing. But the factory didn't provide EIA report and EIA approval for review.</p> <p>被审核方没有遵守该原则。因为工厂主要的生产工序未布料和PVC材料裁切, 钉扣, 超声波热连接, 针车和包装, 但工厂没有提供环评和环评批复供查看。</p>	
Remarks from Auditee: Nil	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 166969] Audit Date: 06/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES: NA	
AREAS OF IMPROVEMENT: <p>Consolidated finding: Texpack Manufacturing Limited developed policies and procedures against any act of corruption, and training was provided for relative workers, the factory conducted commercial ethics risk assessment to identify the situations and activities where acts of corruption, extortion or bribery are most likely to occur in its context. Accurate and complete record were provided during this audit.</p> <p>综合概况: 广州昆德日用品有限公司建立了反腐败政策, 并给相关人员提供了培训, 工厂进行了商业道德的风险评估, 并识别了最可能发生贪污、勒索或贿赂行为的情形和活动。工厂提供准确和完整的记录工厂供查看。</p>	
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	06/11/2019	166969	D	B	A	A	B	D	A	A	A	A	A	B	A	C

Producer Photos



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



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



Photo first aid facilities
First aid kit.JPG



Photo first aid facilities
Valid date checking for medicine in first aid kit.JPG



Photo first aid facilities
Washing eyes facility.JPG



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



Photo of chemical storage room (if applicable)
Sewing machine oil with second containment.JPG



Photo of fire safety equipment
Emergency assembly point.JPG



Photo of fire safety equipment
Emergency light test.JPG



Photo of fire safety equipment
Evacuation indicator in staircase.JPG



Photo of fire safety equipment
Evacuation plan.JPG



Photo of fire safety equipment
Exit sign and emergency light.JPG



Photo of fire safety equipment
Fire alarm test.JPG



Photo of fire safety equipment
Fire equipment.JPG



Photo of fire safety equipment
Fire hydrant test.JPG



Photo of fire safety equipment
Fluorescence evacuation sign.JPG



Photo of fire safety equipment
Monthly inspection for fire extinguisher.JPG

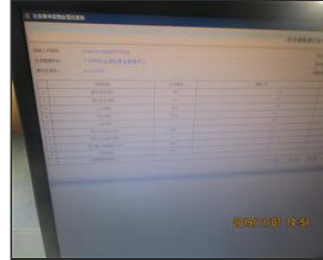


Photo of non-conformity
NC Insufficient social insurance for employee .JPG



Photo of non-conformity
NC Nailing button workers did not wear provided ear plug.JPG



Photo of non-conformity
NC No belt guard for sewing machine.JPG



Photo of non-conformity
NC No needle guard for computer sewing machine.JPG



Photo of non-conformity
NC No needle guard for locker sewing machine.JPG



Photo of non-conformity
NC No protection equipment for button machine.JPG

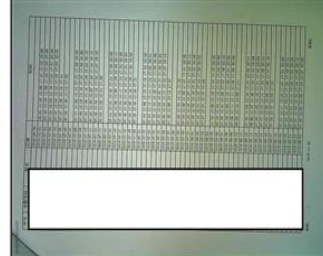


Photo of non-conformity
NC OT per month exceeded legal requirement.jpg



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



Photo of the inside of the main production hall
Accessories warehouse.JPG



Photo of the inside of the main production hall
Attendance record machine.JPG



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



Photo of the inside of the main production hall
Electricity box with outside cover.JPG



Photo of the inside of the main production hall
Nailing button.JPG



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



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



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



Photo of the inside of the main production hall
Sewing workshop 1.JPG



Photo of the inside of the main production hall
Sewing workshop 2.JPG



Photo of the inside of the main production hall
Smoke detector.JPG



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



Photo of the inside of the main production hall
Ultrasonic heat connecting.JPG



Photo of the inside of the main production hall
Warning sign for electricity switch box.JPG



Photo of the personal protection equipments (if applicable)
Metal mesh gloves for cuttin workers.JPG



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



Photo of the sanitary facilities
Potable water.JPG



Photo of the sanitary facilities
Toilet.JPG