

Monitored Party Ningbo A-Line Cable and Wire Co.,Ltd	amfori ID 156-051217-000	Address No 505,Song Pu Road,East Cixi Industrial Zone,Cixi,Zhejiang, 315000 ningbo, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 21/11/2023	Closing Meeting Finished Date 21/11/2023	Submission Date 27/11/2023
Expiration Date 27/11/2024	Announcement Type Fully Announced	
Site Ningbo A-Line Cable and Wire Co.,Ltd	Site amfori ID 156-051217-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
PA 2: Workers Involvement and Protection	C	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	B	
PA 6: Decent Working Hours	D	

PA 7: Occupational Health and Safety	B	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Vic Li; APSCA membership number: CSCA 21700627

Name of team auditor (if applicable): Nil; APSCA membership number: N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): Nil

Monitoring partner name: Intertek

Audit schedule details: e.g. The audit is planned for 1 auditor in 1 day.

Announcement Type: Announced

Business partner information: Ningbo A-Line Cable and Wire Co., Ltd. (local facility name: 宁波安联电线电缆有限公司, License number: 91330282790079226G) was located at No.505, Songpu Road, East Cixi Industrial Zone, Cixi City, Zhejiang Province, China. This was a private company. The total land area occupied by the facility was 13320 square meters. The foundation date of the auditee was July 26, 2006, and they had started their operation at the existing location in 2011.

The main products were cable and wire. The main production processes were copper stranding, extrusion, twisting, insulation extrusion, punching, assembly, inspection and packing. The production capacity was 4,800,000 pieces per year. The main machines used in the facility were injection machines and extrusion machines and so on.

Audited location information: In view of the facilities, the facility occupied one 2-storey production building as production workshops and warehouse, one 5-storey building was used as dormitory and canteen and kitchen and office. The office, canteen and kitchen were located on the first floor of the dormitory building. And one 5-storey building was idle which was planned to use as office. The auditee owned the buildings by themselves.

Details of floor information for the production and warehouse buildings and canteen and dormitory were listed as below:

Production building with 2-storey: Copper stranding, extrusion, twisting, insulation extrusion, punching, injection, assembly, inspection and packing and warehouses.

Office building with 5-storey: 1F-5F idle

Dormitory building with 5-storey:

1F: canteen and kitchen and office

2F-5F: bedrooms

Operating shifts and hours:

1. The attendance records from 1st October 2022 to 21st November 2023 were provided for review in this audit. Based on the provided attendance records and interview, all workers worked in one shift. And the normal working hours were from 07:30 to 17:00 with 1.5 hours' lunch break from 11:30 to 13:00. Usually, the employees worked overtime 2 hours from Monday to Friday. And the employees had 8 hours overtime on Saturday normally. Sunday was guaranteed as the rest day. The peak season was not obvious every year as per facility management. And no pregnant, young, disabled or foreign migrant employee was working in the facility.

Time recording system: The working hours were recorded by finger printing attendance machine system.

Salary payment details: Employees were paid by cash on or before 30th of each month after the previous wage calculation cycle. The payroll records from October 2022 to September 2023 were reviewed in this audit. Based on the provided payroll records, employees' wages were calculated on an hourly-rated basis. The lowest basic wages were RMB2784 per month that was higher than legal requirement. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on weekdays and rest days respectively. No overtime was arranged on public holidays.

Worker number information:

- A total of 37 employees included 20 female employees and 17 male employees. There are 17 production employees and 20 non-production employees.
- There were 17 production employees including 12 female employees and 5 male employees.
- There are 6 local employees (3 females and 3 males) from Zhejiang province and 31 migrant employees (17 female and 14 males) come from other provinces in China, such as Sichuan, Anhui, Guizhou, Jiangxi, Henan, Hubei, Hunan and Shanxi. No young, pregnant, seasonal, temporary, disabled or home-based worker was working in the facility. The youngest employee was 22 years old.
- No interns, apprentices or contractor worker was working in the facility.
- There are 37 employees present on the day of audit.

Good practices: Meal and dormitory were provided to all employees for free.

Worker organization details: No Union was existed in the facility. A workers committee in place with 1 employee representative elected by the employees to represent each section of the facility.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

There were non-compliances found in PA1, PA2, PA5, PA6, PA7 and PA10.

For PA1:

1.1 The defect of the management system effectiveness resulted in the found issues

1.4 The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement.

For PA2:

2.4 all 8 sampled workers were not clear BSCI requirements.

2.5 the facility did not establish grievance mechanism for communities

For PA5:

5.4 The facility management was not aware of any information about Living Wage

5.5 Insufficient participation of social insurance.

For PA6:

6.2 Monthly overtime hours exceeded the requirement of local law.

For PA7:

7.1.1 The facility was not fully in compliance with legal requirements on occupational health and safety.

7.1.2 The facility did not provide pre-job, on-job or post-job occupational health examination for employees.

7.5 The facility did not provide trainings on emergency procedures for natural disasters

7.6 1 out of 1 employee in the soldering process only wore ordinary cotton mask.

7.8 The accident procedures were not visually displayed to exposed workers and first-aid personnel.

7.11.1 The facility did not provide the reports of acceptance checks for completion of these buildings for review.

7.11.2 The facility did not provide the fire services inspection reports of these buildings for review.

7.22 No soap or tissue paper provided in toilet.

For PA10:

10.2 the employee roster maintained was lack of some items.

Living wage calculation: Anker methodology is used for Living Wage calculation by auditing company.

Remark for uploading document:

1) No contractor license / permit was uploaded as no contractor was used in the facility.

2) No agency labor contract was uploaded as no agency labor was used in the facility.

3) No government waiver was uploaded as the facility did not obtain government waiver.

4) No collective bargaining agreement was uploaded as no such agreement was available in the facility.

5) The facility did not provide the reports of acceptance checks for completion of these buildings for review. Hence no such record was uploaded.

6) The facility did not provide the fire services inspection reports of these buildings for review. Hence no such record was uploaded.

SITE DETAILS

Site
Ningbo A-Line Cable and Wire Co.,Ltd

Site amfori ID
156-051217-001

GICS Classification

Sector Industrials	Industry Group Capital Goods	Industry Electrical Equipment
Sub Industry Electrical Components & Equipment		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	37	Workers
Legal minimum wage in local currency	2,070	Monthly
Lowest wage paid for regular work at the site	2,784	Monthly
Calculated living wage in local currency	2,479.84	Monthly
Total sample	8	Workers

Other Metrics

Male workers	17	Workers
Female workers	20	Workers
Non-binary workers	0	Workers
Permanent workers - Male	17	Workers
Permanent workers - Female	20	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	6	Workers
Management - Female	1	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	14	Workers
Domestic migrant workers - Female	17	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	17	Workers
Workers hired directly - Female	20	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	3	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Ningbo A-Line Cable and Wire Co.,Ltd | Site amfori ID: 156-051217-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>1.1 As per document review, facility tour, worker and worker representative and management interview, it was found that BSCI Code was not carried out effectively, which resulted in the non-compliance on management system, the defect of the management system effectiveness resulted in the issues on PA2, PA5, PA6, PA7, PA10 and management system. So this question was scored as partial. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System.</p>	<p>根据文件审核，现场观察，员工和员工代表面谈和管理层面谈，发现被审核方（生产商）BSCI准则未得到有效执行，管理体系有效性存在缺失以致于工厂在PA2, PA5, PA6, PA7, P10以及管理系统上有问题。所以该问题点判断为部分不符合。 这个不符合项违反了BSCI 准则关于社会管理系统的要求。</p>

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>1.4 The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. So this question was scored as No. Please refer to checkpoint #6.2 for details. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System.</p>	<p>受审核方的劳动力没有被正确安排以满足客人订单的期望，因为员工加班时间超出了法律的规定，所以该问题点判断为不符合。具体参考检查点6.2。 这个不符合项违反了BSCI 准则关于社会管理系统的要求。</p>



PA 2: Workers Involvement and Protection

Site: Ningbo A-Line Cable and Wire Co.,Ltd | Site amfori ID: 156-051217-001

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
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Finding	
<p>2.4</p> <p>Through worker representative and worker interview, all 8 sampled workers were not clear BSCI requirements. So this question was scored as No.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.</p>	<p>通过员工代表和员工访谈，8名被访谈员工中都不清楚BSCI的要求。所以该问题点判断为不符合。这个不符合项违反了BSCI 准则关于员工参与和保护的要求。</p>

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>2.5 The facility partially respect this principle because the facility has established grievance mechanism and set suggestion box for individuals, but the facility did not establish grievance mechanism for communities, for example, there is no channel set for local communities' coming up with its suggestions or complaints to management for improvement. So this question was scored as partial.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.</p>	<p>工厂建立了供个人的申诉机制并设置了意见箱，但因未建立社区的申诉机制，例如工厂未创建给当地社区提供申诉的渠道而只部分符合该原则。所以该问题点判断为部分不符合。这个不符合项违反了BSCI 准则关于员工参与和保护的要求。</p>

PA 5: Fair Remuneration

Site: Ningbo A-Line Cable and Wire Co.,Ltd | Site amfori ID: 156-051217-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>5.4 The facility management was not aware of any information about Basic Needs Wage, and the facility management did not know that they should provide sufficient remuneration that allows workers to meet a decent standard of living based on the BSCI requirement. Based on the provided payroll records, the facility paid at least RMB16 per hour for employees for the normal working hours which was higher than the living wages calculated by the</p>	<p>企业对Basic Needs Wage没有任何了解，企业也不知道他们应该按照BSCI的要求提供足够的待遇让员工过上体面的生活。基于企业提供的工资表，工厂支付给工人对应正班工作时间的工资至少是RMB16/小时，高于审核机构计算的Living wage，所以该问题点判断为部分不符合。这个不符合项违反了BSCI 准则关于公平报酬的要求。</p>

Finding

third party, so this question was scored as Partial.
This finding was against amfori BSCI Code of Conduct, Principle on Fair Remuneration.

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

LOCAL LANGUAGE

Finding

5.5

Through document review the social insurance receipt from October 2023, auditor found that only 18 out of 37 employees had participated in basic endowment insurance, unemployment insurance, maternity insurance, medical insurance, and employment injury insurance. So this question was scored as No.

Remark: 1) Interviewed workers stated that they did not want to participate in social insurance; 2) No temporary or dispatch workers were used. No newly joined worker and 4 retirees were working in the facility; 3) The facility purchased commercial accident insurance for 36 employees with valid period from December 8, 2022 to December 7, 2023.

Law/COC: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the

通过文件审核2023年10月的社会保险收据，审核员发现企业的37名直接招聘员工中，只有18人参加养老保险，失业保险，生育保险，医疗保险和工伤保险。所以该问题点判断为不符合。

备注：1) 面谈员工表示不愿意参加社保；2) 企业没有雇用临时工和劳务派遣工，当前没有新进员工，有4名退休返聘员工；3) 企业有为36名员工购买商业意外伤害险，有效期为2022年12月8日至2023年12月7日。

法规/行为准则：依据《中华人民共和国社会保险法》第十条，职工应当参加基本养老保险，由用人单位和职工共同缴纳基本养老保险费。第二十三条职工应当参加职工基本医疗保险，由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。第四十四条职工应当参加失业保险，由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条职工应当参加生育保险，由用人单位按照国家规定缴纳生育保险费，职工不缴纳生育保险费。

Finding	
state.	

PA 6: Decent Working Hours

Site: Ningbo A-Line Cable and Wire Co.,Ltd | Site amfori ID: 156-051217-001

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>6.2</p> <p>Through document review, auditor noted that the monthly overtime hours of 8 out of 8 randomly selected employees were 80 hours in September 2023 (current month), the monthly overtime hours of 8 out of 8 randomly selected employees were 76 hours in May 2023 (random month), and the monthly overtime hours of 8 out of 8 randomly selected employees were 78 hours in March 2023 (random month). So this question was scored as No.</p> <p>Law/COC: In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.</p>	<p>通过文件审核，审核员发现在抽取的2023年9月份（当前月）的考勤中，8名随机抽取的员工中8人的月加班时间为80小时；在2023年5月份（随机月）的考勤中，8名随机抽取的员工中8人的月加班时间为76小时；在2023年3月份（随机月），8名随机抽取的员工中8人的月加班时间为78小时；所以该问题点判断为不符合。</p> <p>法规/行为准则：依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。</p>

PA 7: Occupational Health and Safety

Site: Ningbo A-Line Cable and Wire Co.,Ltd | Site amfori ID: 156-051217-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.1</p> <p>1. During documents review, employee and</p>	<p>1.审核发现企业在社会责任职业健康和安全方面未完全遵守关于健康安全的法定要求（详细分别见绩效</p>

Finding	
<p>management interview, auditor found the facility was not fully in compliance with legal requirements on occupational health and safety, (For details, please refer to other sub chapter under Performance Area 7.) So this question was scored as Partial.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.</p> <p>2. According to onsite observation, document review and interview, the facility did not provide on-job occupational health examination for 9 employees contacting noise and dust in assembly workshop. Moreover, the facility did not provide pre-job occupational health examination or post-job occupational health examination for the employees contacting with hazardous factors.</p> <p>Law/COC: In accordance with the PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by the public health administrative department under the State Council.</p>	<p>评估区域第7部分其他项目)。所以该问题点判断为部分不符合。</p> <p>这个不符合项违反了BSCI 准则关于健康安全的要求。</p> <p>2. 根据现场巡查，查看文件及访谈，工厂没有为装配车间共9名接触噪音和粉尘的员工提供定期的职业病体检报告查看。同时，工厂也没有提供岗前及离岗体检给涉及到职业危害因素的员工。</p> <p>法规/行为准则：依据《中华人民共和国职业病防治法》第三十五条，对从事接触职业病危害的作业的劳动者，用人单位应当按照国务院卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查，并将检查结果书面告知劳动者。</p>

Question: 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.5</p> <p>It was noted through documents review and worker interview that the facility did not provide trainings on emergency procedures for natural disasters. So this question was scored as No.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.</p>	<p>通过文件审核及员工访谈，工厂没有提供关于应对自然灾害的培训。所以该问题点判断为不符合。</p> <p>这个不符合项违反了BSCI 准则关于健康安全的要求。</p>

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?	
ENGLISH	LOCAL LANGUAGE

Finding	
<p>7.6</p> <p>Through onsite observation, auditor found that 1 out of 1 employee in the soldering process only wore ordinary cotton mask. The facility had provided PPE, such as earplug, to employees in other process, so this question was scored as Partial.</p> <p>Law/COC: In accordance with Law of the PRC on Work Safety article 45, manufacturing units shall provide personal protective equipment to employees. Manufacturing units shall supervise and train employees to ensure they properly wear and use the personal protective equipment.</p>	<p>通过现场观察发现，审核员发现企业沾锡工序有1名员工只佩戴了普通的棉纱口罩。企业有为其他工序员工提供如耳塞等劳保用品，所以该问题点判断为部分不符合。</p> <p>法规/行为准则:依据《中华人民共和国安全生产法》第45条，生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品，并监督、教育从业人员按照使用规则佩戴、使用。</p>

Question: 7.8 Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.8 As per facility tour, auditor noted that the accident procedures were not visually displayed to exposed workers and first-aid personnel. The facility had provided sufficient first aid supplies, so this question was scored as Partial.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.</p>	<p>通过现场走访，审核员发现工厂的事故应急处理程序没有张贴以供员工和急救人员使用。工厂有提供充足的急救用品，所以该问题点判断为部分不符合。</p> <p>这个不符合项违反了BSCI 准则关于健康安全的要求。</p>

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.11</p> <p>1) During facility tour, auditor found that there were one 2-storey production and warehouse building, one 5-storey office building (idle) and one 5-storey office and dormitory building. However, the facility did not provide the reports of acceptance checks for completion of these buildings for review. So this question was scored as No.</p> <p>2) During facility tour, auditor found that there were one 2-storey production and warehouse building, one 5-storey office building (idle) and one 5-storey</p>	<p>1) 审核中发现工厂有1栋2层的生产及仓库建筑，1栋5层的办公室（空置）以及一栋5层的办公、宿舍建筑，但工厂未提供这些建筑的建筑工程竣工验收报告供审核。所以该问题点判断为不符合。</p> <p>2) 审核中发现工厂有1栋2层的生产及仓库建筑，1栋5层的办公室（空置）以及一栋5层的办公、宿舍建筑，，但工厂未提供这些建筑的消防验收证明供审核。</p> <p>法规/行为准则:1) 依据《中华人民共和国建筑法》第六十一条，交付竣工验收的建筑工程，必须符合</p>

Finding

office and dormitory building. However, the facility did not provide the fire services inspection reports of these buildings for review.

Law/COC: 1) In accordance with the PRC Construction Law Article 61, a construction project handed over for acceptance checks for completion must conform to the prescribed construction project quality standards, be provided with complete project technical and economic data and signed project warranty, and be provided with other qualified conditions for completion as prescribed by the state.

2) In accordance with PRC Fire Prevention Law article 11, the Ministry of Public Security of the State Council prescribes, for those densely populated places and special construction works, design documents shall be submitted to public security organs for safety review. Public security fire control institutions shall be responsible for the result. Article 13 the project completed with fire control design in accordance with the requirements of the State Technical Standards on Fire Control for Engineering Construction shall go through acceptance check and filing as stated below: 1. as is stated in Article 11, construction units shall apply to the public security fire control institutions for fire control acceptance check. 2. Other construction works and construction units shall file with public security fire control institutions and public fire control institutions shall conduct random inspection.

规定的建筑工程质量标准，有完整的工程技术经济资料 and 经签署的工程保修书，并具备国家规定的其他竣工条件。建筑工程竣工经验收合格后，方可交付使用；未经验收或者验收不合格的，不得交付使用。

2) 依据《中华人民共和国消防法》第十一条 国务院公安部门规定的大型的人员密集场所和其他特殊建设工程，建设单位应当将消防设计文件报送公安机关消防机构审核。公安机关消防机构依法对审核的结果负责。第十三条 按照国家工程建设消防技术标准需要进行消防设计的建设工程竣工，依照下列规定进行消防验收、备案：（一）本法第十一条规定的建设工程，建设单位应当向公安机关消防机构申请消防验收；（二）其他建设工程，建设单位在验收后应当报公安机关消防机构备案，公安机关消防机构应当进行抽查。依法应当进行消防验收的建设工程，未经消防验收或者消防验收不合格的，禁止投入使用；其他建设工程经依法抽查不合格的，应当停止使用。

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH

LOCAL LANGUAGE

Finding

7.22 During the facility tour, auditor found that the facility had provided sufficient and clean toilet to employees, but no soap or tissue was supplied for all the toilets in the production area. So this question was scored as partial. This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.

通过现场走访，审核员发现企业有提供足够的卫生的洗手间给员工，但是在生产区的所有厕所内没有提供肥皂和纸巾。所以该问题点判断为部分不符合。这个不符合项违反了BSCI 准则关于员工参与和保护的要求。

PA 10: No Precarious Employment

Question: 10.2 Is there satisfactory evidence that the auditee engages workers based on recognised and documented employment relationships?

ENGLISH

LOCAL LANGUAGE

Finding

10.2

Based on document review, auditor found that the employee roster maintained by auditee was lack of the item of current residence and length of labour contract. So this question was scored as partial.
 Law/COC: In accordance with the Regulations on Implementation of the PRC Employment Contract Law article 8, the staff roster as mentioned in Article 7 of the PRC Employment Contract Law should contain such employee information including name, sex, identity card number, registered permanent residence and current residence, contact information, form of employment, starting time of employment and length of labour contract.

根据文件审核，审核员发现被审核方的员工花名册未包括现住址，劳动合同期限的内容。所以该问题点判定为部分不符合。
 法规/行为准则:依据《中华人民共和国劳动合同法实施条例》第8条，劳动合同法第七条规定的职工名册，应当包括劳动者姓名、性别、公民身份号码、户籍地址及现住址、联系方式、用工形式、用工起始时间、劳动合同期限等内容。