

Test Report

Report No.: AGC02104191002-005

Date: Nov.08, 2019

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Applicant:

Address:

Test site: 1,6/F.,Building 2,No.1-4, Chaxi Sanwei Technical Industrial Park, Gushu, Xixiang, Baoan District, Shenzhen, Guangdong, China

Report on the submitted samples said to be:

Sample Name : Cotton tote bag
Model No. : 9530
Item No. : 9267
Country of Origin : CHINA
Country of Destination : EUROPE
Sample Receiving Date : Oct.21, 2019
Testing Period : Oct.21, 2019 to Nov.08, 2019

Test Requested: : Please refer to next page(s).

Test Method : Please refer to next page(s).

Test Result : Please refer to next page(s).

Approved by:

Liulinwen, Lewis

Technical Director



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Test Requested:

1. As specified by client, to determine the Cadmium(Cd)content in the submitted sample(s) with reference to entry 23, Annex XVII of the REACH Regulation (EC) No 1907/2006.
2. As specified by client, to determine Azocolourants and Azodyes in the submitted sample with reference to Entry 43, Annex XVII of the REACH Regulation (EC) No 1907/2006.
3. As specified by client, to determine the formaldehyde content in the submitted sample with reference to Standard 100 by OEKO-TEX(2019).

Conclusion

Pass

Pass

Pass

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AGC

Attestation of Global Compliance Std. & Tech.

No.18 C

Tel: +86-755 8358 3833 Fax: +86-755 2531 6612 E-mail: agc01@agc-cert.com 400 089 2118
Add: Building 2, No.171, Meihua Road, Shangmeilin, Futian District, Shenzhen, Guangdong China

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Report No.: AGC02104191002-005
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Test Result(s):
1. Test Result(s) of Cd:

Unit: mg/kg

Test item(s)	Test Method/ Equipment	MDL	Result(s)				Limit
			1-1	1-2	1-3	1-4	
Cadmium (Cd)	IEC 62321-5:2013	10	N.D.	N.D.	N.D.	N.D.	100
Conclusion	ICP-OES	/	Pass	Pass	Pass	Pass	/

Unit: mg/kg

Test item(s)	Test Method/ Equipment	MDL	Result(s)				Limit
			1-5	1-6	1-7	1-8	
Cadmium (Cd)	IEC 62321-5:2013	10	N.D.	N.D.	N.D.	N.D.	100
Conclusion	ICP-OES	/	Pass	Pass	Pass	Pass	/

Unit: mg/kg

Test item(s)	Test Method/ Equipment	MDL	Result(s)			Limit
			1-9	1-10	1-11	
Cadmium (Cd)	IEC 62321-5:2013	10	N.D.	N.D.	N.D.	100
Conclusion	ICP-OES	/	Pass	Pass	Pass	/

- Note:**
1. MDL=Method Detection Limit
 2. N.D.=Not Detected(less than method detection limit)
 3. As specified by client, only test the designated sample

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No.18 C

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 Add: Building 2, No.171, Meihua Road, Shangmeilin, Futian District, Shenzhen, Guangdong China

Test Report

Report No.: AGC02104191002-005
Date: Nov.08, 2019

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2. Test Result(s) of AZO:

Unit: mg/kg

Test Item(s)	Test Method/ Equipment	MDL	Result(s)			Limit
			1-1	1-2	1-3	
4-Aminobiphenyl	EN ISO 14362-1:2017 EN ISO 14362-3:2017 GC-MS	5	N.D.	N.D.	N.D.	30
Benzidine		5	N.D.	N.D.	N.D.	30
4-Chloro-o-Toluidine		5	N.D.	N.D.	N.D.	30
2-Naphthylamine		5	N.D.	N.D.	N.D.	30
o-Aminoazotoluene		5	N.D.	N.D.	N.D.	30
5-Nitro-o-toluidine		5	N.D.	N.D.	N.D.	30
4-Chloroaniline		5	N.D.	N.D.	N.D.	30
4-Methoxy-m-phenylenediamine		5	N.D.	N.D.	N.D.	30
4,4'-Diaminodiphenylmethane		5	N.D.	N.D.	N.D.	30
3,3'-Dichlorobenzidine		5	N.D.	N.D.	N.D.	30
3,3'-Dimethoxybenzidine		5	N.D.	N.D.	N.D.	30
3,3'-Dimethybenzidine		5	N.D.	N.D.	N.D.	30
4,4'-Methylenedi-o-toluidine		5	N.D.	N.D.	N.D.	30
p-Cresidine		5	N.D.	N.D.	N.D.	30
4,4'-Methylene-bis-(2-chloro-aniline)		5	N.D.	N.D.	N.D.	30
4,4'-Oxydianiline		5	N.D.	N.D.	N.D.	30
4,4'-Thiodianiline		5	N.D.	N.D.	N.D.	30
o-Toluidine		5	N.D.	N.D.	N.D.	30
4-Methyl-m-phenylenediamine		5	N.D.	N.D.	N.D.	30
2,4,5-Trimethylaniline		5	N.D.	N.D.	N.D.	30
o-Anisidine		5	N.D.	N.D.	N.D.	30
4-Amino azobenzene		5	N.D.	N.D.	N.D.	30
2,4-Xylidine		5	N.D.	N.D.	N.D.	30
2,6-Xylidine		5	N.D.	N.D.	N.D.	30
Conclusion		/	Pass	Pass	Pass	/

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Unit: mg/kg

Test Item(s)	Test Method/ Equipment	MDL	Result(s)				Limit
			1-4	1-5	1-6	1-7	
4-Aminobiphenyl	EN ISO 14362-1:2017 EN ISO 14362-3:2017 GC-MS	5	N.D.	N.D.	N.D.	N.D.	30
Benzidine		5	N.D.	N.D.	N.D.	N.D.	30
4-Chloro-o-Toluidine		5	N.D.	N.D.	N.D.	N.D.	30
2-Naphthylamine		5	N.D.	N.D.	N.D.	N.D.	30
o-Aminoazotoluene		5	N.D.	N.D.	N.D.	N.D.	30
5-Nitro-o-toluidine		5	N.D.	N.D.	N.D.	N.D.	30
4-Chloroaniline		5	N.D.	N.D.	N.D.	N.D.	30
4-Methoxy-m-phenylenediamine		5	N.D.	N.D.	N.D.	N.D.	30
4,4'-Diaminodiphenylmethane		5	N.D.	N.D.	N.D.	N.D.	30
3,3'-Dichlorobenzidine		5	N.D.	N.D.	N.D.	N.D.	30
3,3'-Dimethoxybenzidine		5	N.D.	N.D.	N.D.	N.D.	30
3,3'-Dimethybenzidine		5	N.D.	N.D.	N.D.	N.D.	30
4,4'-Methylenedi-o-toluidine		5	N.D.	N.D.	N.D.	N.D.	30
p-Cresidine		5	N.D.	N.D.	N.D.	N.D.	30
4,4'-Methylene-bis-(2-chloro-aniline)		5	N.D.	N.D.	N.D.	N.D.	30
4,4'-Oxydianiline		5	N.D.	N.D.	N.D.	N.D.	30
4,4'-Thiodianiline		5	N.D.	N.D.	N.D.	N.D.	30
o-Toluidine		5	N.D.	N.D.	N.D.	N.D.	30
4-Methyl-m-phenylenediamine		5	N.D.	N.D.	N.D.	N.D.	30
2,4,5-Trimethylaniline		5	N.D.	N.D.	N.D.	N.D.	30
o-Anisidine		5	N.D.	N.D.	N.D.	N.D.	30
4-Amino azobenzene		5	N.D.	N.D.	N.D.	N.D.	30
2,4-Xylidine		5	N.D.	N.D.	N.D.	N.D.	30
2,6-Xylidine		5	N.D.	N.D.	N.D.	N.D.	30
Conclusion		/	Pass	Pass	Pass	Pass	/

Note:

- 1.MDL=method detection limit
- 2.N.D.=not detected (less than method detection limit)
- 3.As specified by client, only test the designated sample
4. The EN ISO 14362-1:2017 methods will enable further cleavage of 4-aminoazobenzene to non-forbidden amines: aniline and 1,4-phenylenediamine, therefore, the test method of EN ISO 14362-3:2017 was employed to verify the presence of 4-aminoazobenzene

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3. Test Result(s) of formaldehyde content

Unit: mg/kg

Test Item(s)	Test Method/ Equipment	MDL	Results				Limit
			1-1	1-2	1-3	1-4	
Formaldehyde	Testing methods Standard 100 by OEKO-TEX (2018)	16	N.D.	28	29	N.D.	75
Conclusion	UV-Vis	/	Pass	Pass	Pass	Pass	/

- Note:**
1. N.D.=not detected (less than method detection limit)
 2. MDL=method detection limit
 3. As specified by client, only test the designated sample

Sample Description

1-1	Khaki cloth
1-2	Red cloth
1-3	Blue cloth
1-4	Green cloth
1-5	Red zipper cloth
1-6	Blue zipper cloth
1-7	Green zipper cloth
1-8	Red zipper plastic
1-9	Blue zipper plastic
1-10	Green zipper plastic
1-11	Metal zipper head

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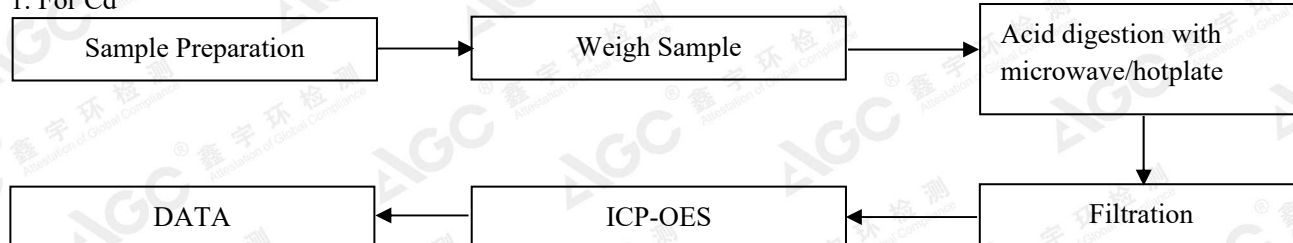
Report No.: AGC02104191002-005

Date: Nov.08, 2019

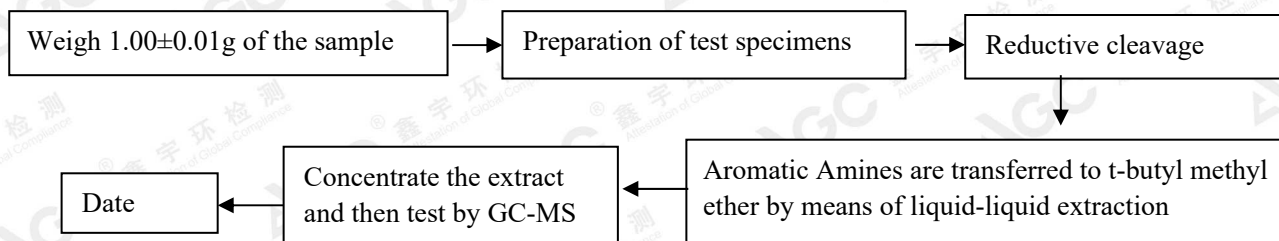
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Test Flow Chart

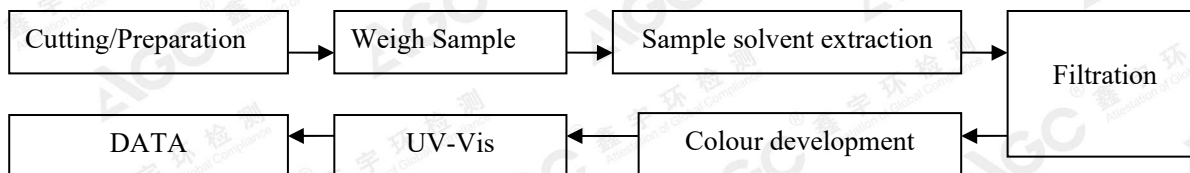
1. For Cd



2. For AZO



3. For formaldehyde



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The photo of the sample



AGC authenticate the photo on original report only

*** End of Report***

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Producer :

DBID : [REDACTED] and Audit Id : [REDACTED]

Audit Date : 25/09/2020

Audit Type : Full Audit

Auditee :	[REDACTED]
Audit Date From :	25/09/2020
Audit Date To :	25/09/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Jack Yang(Lead), Doris Lin, Stanley Yang
Auditing Branch (if applicable) :	



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Access www.bsciplatform.org, for entitled users only.

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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.																																							

Producer :

DBID : [REDACTED] and Audit Id : [REDACTED]

Audit Date : 25/09/2020

Audit Type : Full Audit

Main Auditee Information

Name of producer :	[REDACTED]		
DBID number :	[REDACTED]		
Audit ID :	[REDACTED]		
Address :	[REDACTED]		
Province :	Fujian	Country :	China
Management Representative :	Ms. Yu Shaoxia/Sales Manager		
Contact person:	Harry Tang	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	hangbags, belts and shoes
Product Type :	Bags		

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 : 25/09/2021

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

Executive summary of audit report

The factory's Chinese name was , with the Uniform Social Credit Co. 91350212761725583Q. The factory address was

This factory was established on August 11th, 2004. The factory specialized in manufacturing bags. The main production processes including cutting, sewing, glue-processing, inspection, and packing. The audited factory consisted of one 5-storey production building (#45 Building) and one 4-storey production building (#50 Building). There was neither canteen nor dormitory provided in this factory.

There was a total of 224 employees in this factory, including 30 non-production employees and 194 production employees. There were 70 male employees and 154 female employees. The youngest employee working in the factory was 20 years old. Almost all employees were at present on the audit day.

The workers in this facility used fingerprint recognition system to record their working hours. The normal workweek was from Monday to Friday, with the administrative personal and all the workers worked in one eight-hour shift per day and working times were 08:00-12:00 & 13:00-17:00 and sometimes worked for two hours of overtime on normal working days (18:00-20:00) and eight hours of overtime on Saturdays. There was no peak season month in this factory. The workers' wages were calculated by hourly rate. The factory paid wages to its employees through transferring to their bank accounts within 20 days after a payment cycle.

A review of 45 sample population employees' records (15 samples' attendance records and payrolls from current paid month August 2020, 15 samples' attendance records and payrolls from April 2020, and 15 samples' attendance records and payrolls from December 2019), it was noted that the lowest wages paid to employees was RMB 10.34 per hour, which was equal to the local minimum wage of RMB 10.34 per hour effective from January 1st of 2020. The factory paid overtime premiums to all the employees based on 150% and 200% of normal wage for overtime done on normal working days and rest days respectively. It was noted that the maximum overtime hours were 2 hours per day and 82 hours per month. The maximum weekly working hours were 58 hours per week and the maximum consecutive working days were 6 days.

According to the social insurance payment receipts of September 2020 provided by factory management, it was noted that 224 out of 224 (100%) employees were provided with pension insurance, unemployment insurance, accident insurance, medical insurance, and maternity insurance in September 2020.

The attendance records were cross-checked against production records and confidential interviews were conducted with 15 employees from different departments. No inconsistencies regarding working hours were found.

An opening meeting was held with the factory representative Ms. Yu Shaoxia/sales manager, Ms. Chen Ailian/HR officer, and Mr. Yang Yuanhang/workers' representative. At the end of the audit, a closing meeting was held with factory representatives and all of the findings were disclosed. Ms. Yu Shaoxia/sales manager, accepted the findings and signed the corrective action plan.

Remark:

- There are no contractors used by the auditee, which makes the contractor license/permit not applicable.
 - There are no agencies used by the auditee, which makes the agency labour contract not applicable.
 - There are no government waivers issued to the auditee, which makes the government waivers not applicable.
 - There are no collective bargaining agreements in the auditee, which makes the collective bargaining agreements not applicable.
5. Audit Company: Bureau Veritas Consumer Products Service
 Audit Company APSCA Number: 11600002
 Lead Auditor Name: Jack Yang, APSCA Number: RA 21701903
 Member Auditor Name: Stanley Yang, APSCA Number: RA 21702342
 Member Auditor Name: Doris Lin, APSCA Number: RA 21703963

Ratings Summary


Auditee's background information			
Auditee's name :		Legal status :	Limited Company
Local Name :		Year in which the auditee was founded :	2004
Address :		Contact person (please select) :	Harry Tang
Province :		Contact's Email :	
City :		Auditee's official language(s) for written communications :	
Region :		Other relevant languages for the auditee :	
Country :	China	Website of auditee (if applicable) :	
GPS coordinates :		Total turnover (in Euros) :	
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	N/A	Production volume :	200,000 pieces/month
Product Group :	hangbags, belts and shoes	Production cost calculation :	Yes
If other, please specify :	N/A	Lost time injury calculation cost :	Yes
Product Type :	Bags		

Auditee's employment structure at the time of the audit		
Total number of workers :	224	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	70	154
Temporary workers	0	0
In management positions	20	10
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	26	87
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	70	154
Production based workers	0	0
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report

Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - Audit Date: 25/09/2020 PA Score: C

Deadline date:24/09/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Laws and regulations on the social compliance were collected by the factory and social compliance policies, procedures, and organization structure were established. Ms. Yu Shaoxia/sales manager was appointed to be responsible for the implementation of BSCI values and principles. The factory has established a system to select and monitor its significant business partners' social accountability, which including communication of BSCI COC and BSCI TOI to them and conducting internal social audits regularly. The factory conducted social compliance internal audits every year. However, the auditee's did not organize the workforce capacity properly to reduce the overtime hours.

工厂收集了社会责任相关的法律和法规，并建立了社会责任政策，程序，及组织架构。工厂任命业务经理Ms.余少虾负责该行为准则的实施。工厂已对重要的商业合作伙伴建立了选择和评价系统，包括签订BSCI行为守则，BSCI生产商专用实施条款，以及内审等来进行定期监控。工厂每年进行社会责任方面的内审。但是，被审核方没有合理组织劳动力以减少加班时间。

- 1.4 -** It was noted that the factory did not organize the workforce capacity properly to reduce the overtime hours. According to the time records provided by the auditee, the employees had worked in excess of the statutory overtime hour limits. This violated BSCI 1.4.
审核发现，工厂没有合理组织劳动力以减少加班时间。根据被审核方提供的工时记录发现，员工加班时间超出了法律要求。根据BSCI 1.4要求改善。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - Audit Date: 25/09/2020 PA Score: B

Deadline date:24/11/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee communicated with workers and their representatives on work-related issues regularly. The auditee had posted the BSCI Code of Conduct in Chinese in the workshops to make workers aware of their rights and responsibilities. All the 15 interviewed workers were aware of their legal benefits, such as social insurance, national holidays, paid annual leaves, overtime premiums, etc.. The effective internal grievance mechanism was established and the employees know how to raise a complaint. The long term goals were defined to protect workers as according to BSCI requirement, however, the workers or their representative were not involved in the defining of the goals. Further, the grievance mechanism for communities was not established.

工厂定期与员工和员工代表就工作相关事宜进行沟通，车间张贴了中文版的BSCI行为守则来确保员工知晓其权利和义务，所有15名访谈员工了解其应该享受的法定的福利待遇，例如社保，法定节假日，有薪年假，加班费，等等。工厂建立了有效的内部申诉机制，员工清楚如何进行申诉。工厂根据BSCI要求定义长期的目标以保护员工，但是，员工或者员工代表并没有参与制定。另外，工厂也没有针对利益相关方建立有效的建议和申诉机制。

- 2.2 -** The factory had defined long term goals to protect workers according to the BSCI code of conduct. However, the workers and workers' representatives were not involved in defining the goals. This violated BSCI 2.2.
工厂有根据BSCI的原则要求定义长期的目标以保护员工。但是，员工和员工代表并没有参与制定长期目标。根据BSCI 2.2条款要求改善。

- 2.5 -** It was noted that the auditee did not establish an effective grievance mechanism for communities such as for suppliers. This violated BSCI 2.5.
审核发现被审核方没有针对利益相关方（如：供应商）建立有效的建议和申诉机制。根据BSCI 2.5 要求改善。

Remarks from Auditee:

None

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

Full Audit [Audit Id - Audit Date: 25/09/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee had established the policy and procedure on the rights of Freedom of Association and Collective Bargaining. There was no union established in this factory, but the management respects the rights of workers to select the workers' representatives and encourages the communication between workers' representatives and workers. The workers' representatives were selected freely in June of 2019 by all employees in this factory. The workers' representatives know about their job responsibility.

工厂建立了结社自由和集体谈判权力方面的政策和程序。工厂没有成立工会，但是尊重员工推举员工代表，并鼓励员工代表与员工进行沟通。员工代表在2019年6月由员工自由选举产生。员工代表清楚他们的工作职责。

Remarks from Auditee:

None

Performance Area 4 : No Discrimination

Full Audit [Audit Id -] Audit Date: 25/09/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory had established the policy of non-discrimination as according to BSCI principles and provided relevant training to all employees. The management treated all employees equally and did not discriminate workers because of they were migrant workers, or because of their age, gender, nationality, or religions. The factory provided equal opportunity on the promotion to all employees.

工厂根据BSCI原则要求建立了反歧视政策并且提供相关的培训给所有的员工。工厂管理层平等地对待所有的员工，不会因为工人是外地人而歧视他们，也不会因为他们的年纪，性别，民族，或者宗教信仰而歧视他们。工厂在员工的升职方面提供平等的机会给所有的员工。

Remarks from Auditee:

None

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id -] Audit Date: 25/09/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory had collected the laws and regulations on legal compensation and benefits, including the new minimum wage standard for Xiamen City which effective from January 2020, and established the relevant policy and procedure as according to the BSCI principles. Employees' wages were paid through transferring to their bank accounts within 20 days after a payment cycle. The factory paid overtime premiums based on 150% and 200% of normal wages for overtime on normal working days and rest days respectively. The factory paid the workers basic salary which based on their positions and skills. The sampling employees' basic wages were not less than the local minimum wage standard. The factory provided social insurance to all the workers.

工厂收集了法定薪酬和福利待遇的法律法规，包括2020年1月份生效的厦门市最低工资标准，并根据BSCI原则要求建立了相关的政策和程序。工厂每月20日以转账的方式发放上月工资。工厂按照基本工资的150%和200%支付员工平时和周末的加班费。工厂基于工人的职位和技能来定的基本工资。抽样员工的基本工资不低于当地的最低工资标准。工厂提供社保给所有员工。

Remarks from Auditee:

None

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id -] Audit Date: 25/09/2020 PA Score: D

Deadline date:24/09/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory had established the policy of decent working hours as according to the requirements of Labor Law and BSCI principles. The normal workweek was from Monday to Friday, with the normal working hours were 8 hours per day and 40 hours per week. Workers sometimes worked overtime for 2 hours at night (18:00-20:00) and eight hours on Saturdays. All workers rested on Sundays. There was no obviously peak season month in this factory. The factory grants workers the right to resting breaks in the working days and leaves the factory freely when their shifts end. However, the monthly overtime hours exceed the legal requirement.

工厂根据劳动法要求和BSCI行为守则要求建立了体面工作时间政策。员工正常上班时间为周一至周五，正常每天8小时和每周40小时。员工晚上偶尔加班2个小时(18:00-20:00)，周六加班8个小时。周日都休息不上班。工厂没有明显的淡旺季。工厂保证员工上班有正常的休息时间以及下班后可以自由地离开工厂。但是员工的每月加班时间超出了法规要求。

6.2 - It was noted that 45 out of 45 sample population employees worked in excess of the statutory overtime hour limits. A review of 45 sample time records (15 samples from December 2019, 15 samples from April of 2020, 15 samples from current paid month August 2020) yielded the following: • 15 out of 15 sample population employees worked in excess of 36 overtime hours per month (i.e. 74-76 hours) in December 2019, which was not in compliance with the legal requirement; • 15 out of 15 sample population employees worked in excess of 36 overtime hours per month (i.e. 48-74 hours) in April 2020, which was not in compliance with the legal requirement; • 15 out of 15 sample population employees worked in excess of 36 overtime hours per month (i.e. 40-82 hours) in August 2020, which was not in compliance with the legal requirement; This violated Article 41 of the Labor Law of the PRC. The policy on the working hours including overtime hours was established but no one was assigned to monitoring the workers' working hours.

根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工时记录中抽取45个样本(其中从2019年12月抽取15个，从2020年4月抽取15个，从最近已发工资月份2020年8月抽取15个)，发现共有45名员工加班时间超出了法定标准，具体为：• 15/15名员工在2019年12月的加班时间为74-76小时，超过每月加班时间不能超过36小时的法律规定；• 15/15名员工在2020年4月的加班时间为48-74小时，超过每月加班时间不能超过36小时的法律规定；• 15/15名员工在2020年8月的加班时间为40-82小时，超过每月加班时间不能超过36小时的法律规定；根据《中华人民共和国劳动法》第41条改善。工厂关于上班时间包括加班时间的政策有建立，但是没有指定相关人员来监督工人的上班时间。

Remarks from Auditee:

None

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - Audit Date: 25/09/2020 PA Score: A

Deadline date:24/11/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory had collected the laws and regulations on occupational health and safety and established the relevant policies and procedures. Health and safety trainings including drills were provided to all employees to enforce their awareness. Fire drills were conducted twice a year and the latest two fire drills were conducted on April 17th of 2020 and September 12th of 2019. The factory had taken certain measures to protect employees' health and safety. Firefighting equipment such as emergency lights, exit signs, fire extinguishers, fire hydrants, fire alarms, and etc. were installed and well maintained in this factory, monthly checks were conducted for firefighting equipment. Through the onsite testing, it was confirmed that all the firefighting equipment were functional. Workers know where the safety exits located and how to evacuate during an emergency. Occupational health examinations were provided to relevant works for free every year. Proper PPEs were provided to workers. First aid kits, clean drinking water, and clean toilets, and etc. were provided to employees in the workshops for free of use. However, health and safety issues were noted during this audit. Remark: There was no canteen, no transportation, or dormitory provided in this factory.

工厂收集了职业健康安全相关的法律和法规，并制定了职业健康安全的政策和程序。工厂提供定期的培训和演习来提高员工的意识。每年进行两次消防演习，最近两次消防演习在2020年4月17日和2019年9月12日。工厂采取了一定的措施来保护员工的健康安全。现场安装了应急灯、安全出口标志、灭火器、消防栓，消防警铃等消防设施，并每月进行检查。通过现场测试证实，所有消防器材都处于有效状态。员工熟悉安全出口的位置和紧急情况下如何疏散。工厂每年免费提供职业病体检给相关员工。合适的劳保用品有提供给员工使用。车间配备了药箱、清洁的饮水、干净的厕所等设施。但此次审核仍然存在个别的安全健康问题。备注：工厂没有提供餐厅，交通，或者宿舍给员工。

- 7.1 - It was noted that the factory provided the occupational health checks to employees in cutting section and glue-processing section who were in contact with noise and hazardous materials yearly. However, the occupational health checks were not provided to employees before they take the posts or leave the posts. This violated Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.

审核发现厂方有每年为在冲裁工序和喷胶工序接触噪音和有毒有害物质的员工提供职业病体检，但工厂并没有组织这些员工在上岗和离岗时进行职业病体检。根据《中华人民共和国职业病防治法》第35条改善。

- 7.4 - Through the worker interviews, it was noted that the workers or their representatives did not participate in the OHS risk assessment. This violated the requirement of BSCI requirement 7.4.

通过员工访谈发现，工厂员工或者员工代表没有参与工厂的职业健康安全风险评估。根据BSCI 7.4的要求改善。

- 7.17 - It was noted that 1 out of 150 sewing machines in the sewing workshop was not equipped with upper pulley guard. This violated Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.

审核员发现缝纫车间1/150台缝纫机外露的传动皮带没有安装上皮带轮保护罩。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条改善。

- 7.21 - N/A. There was no canteen or kitchen provided in this factory.

不适用。工厂没有提供餐厅和交通给员工。

- 7.23 - N/A. There was no transportation provided in this factory.

不适用。工厂没有提供交通给员工。

- 7.24 - N/A. There was no dormitory provided in this factory.

不适用。工厂没有提供宿舍给员工。

Remarks from Auditee:

None

Performance Area 8 : No Child Labour

Full Audit [Audit Id - Audit Date: 25/09/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory had established the policy and procedure on preventing of hiring child labor and relevant remedial policy. The management representative and HR officer were well known of the recruitment process, which including robust age-verification mechanisms during the hiring process to ensure that no child labor was hired. No child labor was found during the audit. The youngest employee was 20 years old.

工厂建立了禁止雇佣童工政策及童工拯救政策。工厂管理者代表和人事文员都清楚工厂制定的招聘流程，包括核查身份证件以确保童工不被录用。此次审核没有发现工厂雇佣童工。最小的员工年龄为20岁。

Remarks from Auditee:

None

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - Audit Date: 25/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>There was no young worker in this factory. The youngest employee was 20 years old. The management representative know the policy and procedure of young workers protection, including young workers' working hours not exceeding the legal requirement and young workers not contacting with hazardous materials such as chemicals and noise. The risk assessment also including the risk of young workers may face during working in this factory.</p> <p>工厂没有雇佣未成年工。最小的员工年龄为20岁。管理代表清楚未成年工的保护政策和程序，包括禁止未成年工加班时间超过法定要求以及禁止未成年工接触有毒有害物质例如化学品和噪音。工厂的风险评估也包含了未成年工工作时可能面临的风险。</p>	
Remarks from Auditee: None	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - Audit Date: 25/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The facility signed labor contracts with workers on the on-boarding day and provided a copy to them. All the 15 interviewed workers were well know about the contents of the labor contracts, including the necessary clauses such as working location, working position, working times, wage payment, social insurance, labor protection, etc.. The factory provided social insurance to all employees as according to agreement in the labor contracts. All the employees were directly hired by the facility, no dispatched worker were hired.</p> <p>工厂在员工入职当天和员工签订了劳动合同并且给员工提供了员工合同副本。所有15名访谈员工熟悉劳动合同内容，包括工作地点，工作岗位，工作时间，工资发放，社会保险，劳动保护等基本的条款。工厂根据劳动合同约定提供社保给所有的员工。所有员工都是工厂直接聘用的，工厂没有用到劳务派遣工。</p>	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - Audit Date: 25/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory had established the policy and procedure on no-forced labor. Employees work overtime voluntarily and leave the facility when their shifts ended freely. No movement restriction was noted and employees could access to toilets and drinking waters freely without any restriction. The factory checked applicants' original ID cards and kept the photocopies of the ID in the personnel files as per recruitment process. No original documents would be withheld by the factory. Employees could freely terminate the employment contracts 30 days in advance through written notice.</p> <p>工厂建立了禁止强迫劳动的政策和程序。员工所有加班自愿并且在下班之后可以自由的离开工厂。管理层未限制员工在厂区内的自由行动且员工可以自由地使用洗手间和饮水设施。工厂检查应聘者的身份证并保留一份证件的复印件在其个人档案中，但是不会将其原件扣留。员工提前30天通知就可以自由选择终止劳动关系。</p>	
Remarks from Auditee: None	

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - Audit Date: 25/09/2020 PA Score: B

Deadline date:24/09/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory had established written policies of environmental protection to respect the local law requirements and BSCI principles. The hazardous waste were collected and disposed by qualified company. The training on environmental protection was provided to all employees regularly. The factory collected the laws and regulations on environmental protection regularly and the management representative was well know about the laws and regulations on environmental protection. The workers had strong environmental awareness, such as saving water, electricity, and paper. However, the factory could not provide the report form of environmental impacts for the new production areas.

工厂建立了书面的环境保护政策来保证遵守当地的法律以及BSCI的要求。危险废弃物有经过有资质的公司回收和处理。关于环境保护方面的培训有定期提供给员工和管理人员。工厂定期收集环境保护相关的法律和法规，且管理者代表清楚环境保护方面的法律法规。员工也有很强的环保意识，例如节约用水，节约用电和节约纸张。但是，工厂未能提供新增加的生产区域的环境影响评价报告表。

12.3 - It was noted that the production processes of this factory remained unchanged, but the production areas was expanded from one 5-storey production building (#45) to one 5-storey production building (#45) and one 4-storey production building (#50). However, the factory could not provide the report form of environmental impacts for the new production areas. This violated Article 24 of Law of the People's Republic of China on Appraising of Environment Impacts.

审核员发现工厂生产工序没有变化，但是扩大了生产区域，由原来的一栋5层的生产楼（45号厂房），增加了一栋4层的生产楼（50号厂房）。但是，工厂未能提供新增加的生产区域的环境影响评价报告表。根据《中华人民共和国环境影响评价法》第24条改善。

Remarks from Auditee:

None

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - Audit Date: 25/09/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory had established written policy on ethical business behaviour and the relevant trainings were provided to the management team regularly. The ethic policy was communicated to its main suppliers. The factory had established the strict policy of information protection and properly handled the employees' personal information. No inconsistency was found during this audit.

工厂制定了书面的商业道德行为政策，并且定期培训其管理人员关于商业道德方面的要求。工厂将廉政政策传达给主要供应商。工厂制定了严格的信息保密制度，并妥善处理员工的个人信息。此次审核没有发现不一致的记录。

Remarks from Auditee:

None

Producer :

DBID : [REDACTED] and Audit Id : [REDACTED]

Audit Date : 25/09/2020

Audit Type : Full Audit

Summary

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	25/09/2020	[REDACTED]	C	B	A	A	A	D	A	A	A	A	A	B	A	C

Producer :

DBID : [REDACTED] and Audit Id : [REDACTED]

Audit Date : 25/09/2020

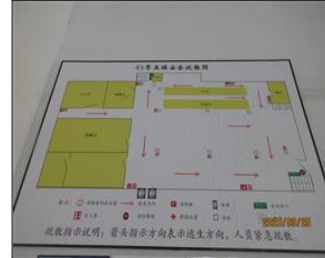
Audit Type : Full Audit

Producer Photos

External photo(s) of the production unit(s)
BSCI Code of Conduct.JPG



External photo(s) of the production unit(s)
Cutting Workshop.JPG



External photo(s) of the production unit(s)
Emergency Evacuation Map.JPG



External photo(s) of the production unit(s)
Emergency Lights and Exit Sign.JPG



External photo(s) of the production unit(s)
Emergency Lights Testing.JPG



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



External photo(s) of the production unit(s)
Factory Address-2.JPG



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



External photo(s) of the production unit(s)
Fingerprint Recognition System.JPG



External photo(s) of the production unit(s)
Finished Goods Warehouse.JPG



External photo(s) of the production unit(s)
Fire Alarm Button.JPG



External photo(s) of the production unit(s)
Fire Alarm.JPG



External photo(s) of the production unit(s)
Fire Hydrant and Fire Extinguishers.JPG



External photo(s) of the production unit(s)
Fire Hydrant Testing.JPG



External photo(s) of the production unit(s)
First Aid Kit.JPG

Producer : [REDACTED]

DBID : [REDACTED] and Audit Id : [REDACTED]

Audit Date : 25/09/2020

Audit Type : Full Audit



External photo(s) of the production unit(s)
Glue-processing Workshop.JPG



External photo(s) of the production unit(s)
Inspection Workshop.JPG



External photo(s) of the production unit(s)
Main Gate.JPG



External photo(s) of the production unit(s)
NC PA 7-17 Sewing Machine not Installed with Pulley Guard.JPG



External photo(s) of the production unit(s)
Packing Workshop.JPG



External photo(s) of the production unit(s)
PPE-Earplug and Mask.JPG



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



External photo(s) of the production unit(s)
Production Building-2.JPG



External photo(s) of the production unit(s)
Raw Materials Warehouse.JPG



External photo(s) of the production unit(s)
Sewing Workshop.JPG



External photo(s) of the production unit(s)
Suggestion Box.JPG



External photo(s) of the production unit(s)
Toilets.JPG



External photo(s) of the production unit(s)
Water-Drinking Area.JPG