
Auditee :	SHANDONG TIANTONG FOOD CO., LTD
Audit Date From :	18/05/2021
Audit Date To :	20/05/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Richard Li(Lead)
Auditing Branch (if applicable) :	TUV Rheinland 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																																							
<p>A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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<p>B Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p>C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p>D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p>E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information



Name of producer :	SHANDONG Tiantong Food Co., LTD		
DBID number :	367837		
Audit ID :	210459		
Address :	MIDDLE PHOENIX STREET, HEDONG DISTRICT, LINYI		
Province :	Shandong	Country :	China
Management Representative :	Ms. Xiulan JIANG		
Contact person:	Xiulan JIANG	Sector :	Food
Industry Type :	Food, Drink and Tobacco	Product group :	Processed fruits and vegetables
Product Type :	Beverages, Fruit Cans, Candy Products		

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 type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" 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 : 20/05/2022

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	A	A

Executive summary of audit report
<p>SHANDONG TIANTONG FOOD CO., LTD was located at MIDDLE PHOENIX STREET, HEDONG DISTRICT, LINYI CITY, SHANDONG PROVINCE, CHINA (中国山东省临沂市河东区凤凰大街中段). The total building area occupied by the facility was about 100,000 square meters. The auditee was established in 2003.</p> <p>In view of factory, all buildings as below: Three 1-storey buildings were used as warehouses; Three 1-storey buildings were used as production workshop; One 1-storey building was used as maintenance room; One 1-storey building was used as boiler room; One 1-storey building was used as production office; One 1-storey building (partial was 2-F) was used as canteen and kitchen; Four 4-storey buildings were used as dormitory; One 4-storey building was used as office.</p> <p>The main products manufactured by the facility were Beverages, Fruit Cans, Candy Products. The main production processes were listed as follows: washing, pre-treatment, paring, pre-boiling, selecting, grading, filling tin, sealing, disinfecting and packing. All workers were hired directly, no any dispatching agency used and all fruit ingredients are purchased from suppliers. The facility management showed a positive attitude to this audit during the whole process. All documentation requested for the review was provided timely. Locked areas encountered during the audit were unlocked timely. At the end of the audit, all the findings were accepted by the facility management. This audit was conducted as per audit plan. Based on document review and management interview, no obvious peak season existed in the facility. No other factory in this factory boundary.</p> <p>Remark: 1. The facility did not use contractor or labor agency and did not have government waiver as well as collective bargain agreement, which makes the corresponding documents not applicable. 2. The factory rent two 4-storey buildings to other individual businesses for business housing and rent contract had provided for review. 3. Richard Li, CSCA (APSCA registration number was 21702002) 4. The name and address are capitalized in order to be consistent with the Registration form for the record of Foreign Trade. No physical location was changed, only translation is different.</p>

Ratings Summary



Auditee's background information			
Auditee's name :	SHANDONG TIANTONG FOOD CO., LTD	Legal status :	Limited company
Local Name :	山东天同食品有限公司 (91371312746564785H)	Year in which the auditee was founded :	2003
Address :	MIDDLE PHOENIX STREET, HEDONG DISTRICT,	Contact person (please select) :	Xiulan JIANG
Province :	Shandong	Contact's Email :	shandongtiantong@163.com
City :	LINYI	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.tiantongfruit.com
GPS coordinates :	N35°04'26.23" E118°23'22.72"	Total turnover (in Euros) :	70000000.00
Sector :	Food	Of which exports % :	50.00
Industry :	Food, Drink and Tobacco	Of which domestic market % :	50.00
If other, please specify :		Production volume :	80000 tons per year
Product Group :	Processed fruits and vegetables	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Beverages, Fruit Cans, Candy Products		

Auditee's employment structure at the time of the audit			
Total number of workers :	327	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	93	234	
Temporary workers	0	0	
In management positions	3	3	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	93	234	
Production based workers	0	0	
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 - 210459] Audit Date: 18/05/2021 PA Score: D

Deadline date:30/12/2021

GOOD PRACTICES:

None observed 未发现

AREAS OF IMPROVEMENT:

The factory had established policies and procedures of 13 performance areas according to amfori BSCI COC and relevant laws, and these procedures included 13 performance areas such as: no discrimination, no child labour, fair remuneration, decent working hours and so on. Ms. Xiulan JIANG / Vice General Manager was appointed as management representative to ensure the amfori BSCI values and principles being implemented. The management representative stated that the factory would keep moving on amfori BSCI program. amfori BSCI COC had communicated to workers. The factory audited its main suppliers such as raw material supplier, accessory supplier and carton supplier, and signed social responsibility commitment letter, amfori BSCI COC and TOI with them. As claimed by factory management that no subcontractor was used in the factory.

工厂根据amfori BSCI行为准则和相关的法规制定了13个绩效区域的政策和程序的文件，程序文件内容包含了13个绩效区域，例如：不歧视、禁止童工、公平报酬、体面劳动时间等。副总经理姜秀兰小姐被任命为管理者代表来负责amfori BSCI的价值观和原则的执行。管理者代表表示工厂会在amfori BSCI项目上进行持续改善。amfori BSCI行为准则已经传达给员工。工厂对其主要的供应商进行了年度审核，例如原料供应商，辅料供应商和纸箱供应商，并和他们签署了社会责任承诺书，amfori BSCI行为准则和商业伙伴实施条款。管理层表示没有使用分包商。

1.1 - It was noted that the factory had established written policy and procedure regarding BSCI management, but it did not implement effectively, also had non-conformance found in some PA (working time exceeding legal requirement, insufficient social insurance and etc.). Through management interview, the operation on social responsibility was mainly based on past experience and learning from peers, the factory did not regularly carry out effective self-assessment according to the requirements of amfori BSCI code of conduct to identify the issues needed to improve when integrating amfori BSCI code of conduct into daily operation, such as how to monitor the working hours and how to ensure the social insurance coverage and etc. According to worker representative interview, the factory had communicated the amfori BSCI requirement to workers including working hours and social insurance policy, and workers had no grievance on working hours and social insurance policy.

评估中发现工厂已经建立了关于amfori BSCI管理的书面的政策和程序，但是没有有效的实施，比如有些PA仍然有不符合发现（加班超时，不足的社会保险等）。通过管理层访谈，工厂社会责任的运作主要通过以往经验和向同行学习，在导入amfori BSCI行为准则到日常运作中没有按照amfori BSCI要求定期进行有效的自我评估来识别需要改进的地方，例如：如何监控工时，如何确保参保率等。根据员工代表访谈，公司有将amfori BSCI的要求传达给员工，包括工时和社保的法规要求。员工没有任何关于超时加班或者社保方面的申诉。

1.4 - The factory had calculated the production capacity, delivery time and cost of production, and also had controlled workers' working hour confirmed by designated person. But the workers' working hour system was not controlled well, which led to workers' overtime hours not comply with local law.

工厂有计算生产产能，订单周期及成本核算，排单的时候也考虑到工人的工作时间。但是工人的工时体系未得到很好的管控导致工人加班时间不符合要求。

Remarks from Auditee:

NONE

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 210459] Audit Date: 18/05/2021 PA Score: B

Deadline date:30/07/2021

GOOD PRACTICES:

None observed 未发现

AREAS OF IMPROVEMENT:

The factory posted amfori BSCI COC publicly and provided amfori BSCI COC training to all employees. Further, the factory would enhance workers' awareness of rights and responsibilities by trainings such as orientation training, regular refresh trainings and etc. Workers could raise their grievances through suggestion box, worker representative or directly communicated to senior management.

工厂公开张贴了amfori BSCI行为准则并给员工提供了amfori BSCI行为准则的培训。此外，工厂会通过培训的方式（如入职培训和定期的更新培训等）来增强工人的权利与义务的意识。员工可以通过意见箱、员工代表或直接与高层管理沟通的方式去提出申诉。

2.2 - The auditee didn't define long term goals to protect workers according to the amfori BSCI values and principles or its amfori BSCI performance, this long-term goals should include the vision, mission and objectives of the company in line with the amfori BSCI Code, such as improve social insurance participation rate, overtime control, improve health and safety management and etc.

工厂没有根据amfori BSCI使命或愿意或其amfori BSCI价值观和原则去定义长期的目标去保护员工，该长期目标应包括公司遵循 amfori BSCI守则的愿景、使命和目标，如提高社保参保率、加班控制和提高健康安全管理等。

Remarks from Auditee:

NONE

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 210459] Audit Date: 18/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: The factory had set up procedure to protect the right of workers to form and join organizations of their own choosing. No collective bargain agreement was concluded between the factory and workers, but the factory did not prevent workers from bargaining for the agreement. Worker representative was freely-elected by workers' own choosing in a democratic manner. 工厂制定了程序来确保员工可以自由成立或者参与各种组织。工厂和员工无集体谈判协议，但工厂也未阻止员工和工厂谈判。员工代表是员工自由和民主选举的。	
Remarks from Auditee: NONE	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 210459] Audit Date: 18/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: The factory establishes anti-discrimination procedure and provided relevant training to workers. Internal grievance channels were available to workers in case they encountered any discrimination cases. Based on interview with workers and worker representatives, no discrimination was found in the factory. 工厂建立了反歧视的程序文件，并给员工提供了相关的培训。工厂建立了申诉渠道，允许工人在遇到歧视时进行申诉。在审核期间，通过员工访谈和工人代表访谈，未发现工厂存在歧视的情况。	
Remarks from Auditee: NONE	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 210459] Audit Date: 18/05/2021 PA Score: B	Deadline date:30/12/2021
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: Legal minimum wage was RMB 1730/ month since 1 June, 2018 (equivalent to RMB 9.94 (1730/21.75/8) per hour). The factory established the procedures on working hours and remuneration, appointed the person to manage. The training on remuneration such as the local minimum wage standard and OT wages were provided to workers. Workers knew the local minimum wage standard and OT wages, the related documents were posted onsite for reference. The factory provided payroll records from April 2020 to March 2021 for review, all employees' wages were paid at monthly rate. The minimum wage paid to employees was RMB2100 per month, which was higher than the legal minimum wage. The whole calendar month was counted as a wage calculation cycle, the wages were paid by cash within the 25th day of the next month and never delayed. Workers' overtime wages were paid 150%, 200% and 300% of the normal wage rate for overtime on weekdays, weekends and statutory holidays respectively. No overtime was conducted on public holiday. During this audit, the minimum wages, OT wages, wages on public holidays and annual leaves were paid to workers, which were in compliance with the law requirements. In addition, no any fine was deducted from the wages and the workers were satisfied with their wages. 法定最低工资自2018年6月1日为人民币1730元每月(相当于人民币9.94元每小时(1730/21.75/8))。工厂建立了关于工作时间和工资福利程序，任命人员去管理。相关培训如当地最低工资标准和加班工资提供给了员工。工人知道当地最低工资标准和加班工资标准，相关文件也张贴在现场供员工参考。工厂提供了从2020年4月至2021年3月的工资记录供审核。所有员工的工资按照月薪制计算。工厂支付给员工的最低工资是人民币2100元每月，高于法定最低工资。工资计算周期是一个完整自然月，工厂每月25日之前通过现金发放给员工工资，且从不拖欠。员工正常工作日、周末和法定假日的加班费分别按正常工资的150%、200%和300%支付。工厂法定假日没有安排加班。此次审核，工厂按法规要求支付了员工的最低工资、加班工资、法定假和年休假工资。此外，没有罚款从工资里扣除，员工均满意他们的工资。 5.5 - There were 327 employees in the facility, including 50 retired employees and 0 new employee. Thus, total 277 employees should be provided with social insurance. However, as per the social insurance system of the current audit date and the social insurance receipts of the past 12 months, 157 out of 277 employees had not participated in retirement insurance, basic medical insurance, child-bearing insurance, unemployment insurance and work-related injury insurance. The employees stated that the social insurance was voluntary. The management stated they would like to purchase social insurance to workers but almost workers abandoned social insurance voluntarily. The workers who did not participate in all five kinds of social insurance stated that they abandoned social insurance voluntarily because they had purchased local rural medical insurance before entry. Reference law: Article 72 of the PRC Labor Law. (Remark: the retirees hired to work again could not participate in social insurance in local); the factory did not collect the relevant documents about workers participated in local rural medical insurance.) 工厂有327名员工，包括50名退休员工和0名新员工。因此，一共277名员工应被提供社保。但是，根据审核当天的社保系统和过去12个月的社保发票，发现工厂157名员工没有参加养老保险，医疗保险，生育保险，失业保险以及工伤保险。员工说社保是自愿的。管理层表示工厂愿意给员工购买社保，但是大部分员工自愿放弃购买社保。未参加五种社保的员工表示他们自愿放弃社保，因为他们入职前已经购买了当地农村合作医疗保险。参考法律法规：中华人民共和国劳动法第72条。（备注：当地的退休返聘人员不能再参加社会保险；工厂未收集员工参加当地农村合作医疗保险的相关文件）	
Remarks from Auditee: NONE	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 210459] Audit Date: 18/05/2021 PA Score: D

Deadline date:30/12/2021

GOOD PRACTICES:

None observed 未发现

AREAS OF IMPROVEMENT:

The factory established the workers working hour's management procedure. According to review the workers' working hours' management procedure, the procedure had instructed that the workers regular working hours was 8 hours a day and 40 hours a week. The factory had defined the overtime-working hour's standard, which the workers daily overtime working hours controlled within 3 hours and monthly overtime working hours controlled within 36 hours. Electronic IC card attendance system was used to record the time in/out. The factory defined from Monday to Sunday as a week. Normal working hour was 8 hours per day and 5 days per week. Attendance records from 1 April 2020 to audit date were reviewed. Refrigeration workers and security guards were arranged in three shifts by turn: 0:00-8:00, 8:00-16:00, 16:00-0:00; The packing, disinfecting and maintenance workers were arranged in one shift: 8:00-12:00, 13:00-17:00; The pre-treatment workers were arranged in one shift: 7:00-11:30, 12:30-16:00; The fashioning workers were arranged in one shift: 7:30-11:30, 12:30-16:30; The cooks were arranged in one shift: 5:30-19:30; The administration workers were arranged in one shift: 8:00-12:00, 13:30-17:30, overtime on working days for them were 2 hours from 16:30 to 18:30 on normal workdays if need. The factory had ensured that workers were provided at least one day off every week. During the worker interview, workers confirmed that they worked overtime voluntarily, workers understood and knew content of normal working hours, overtime hours and rest hours. The auditor crosschecked the attendance records with some production records, no inconsistencies were found during this audit.

工厂建立了员工工作时间的管理程序。根据对员工工作时间管理程序的审阅，该程序已经定义员工的正常工作时间为每日8小时每周40小时。工厂定义了加班工作时间的标准，该标准要求员工的日加班不得超过3小时且月加班不得超过36小时。工厂用电子IC卡考勤系统记录员工考勤，员工进出时间均有记录。周一到周日为一个完整工作周。正常工作时间为每天8小时和每周5天。审核查看了自2020年4月1日至审核当天的的考勤记录。制冷和保安员工三班倒：0:00-8:00, 8:00-16:00, 16:00-0:00；包装，消毒和机修员工安排一个班次：8:00-12:00, 13:00-17:00；前处理员工一个班次：7:00-11:30, 12:30-16:00；精加工员工一个班次：7:30-11:30, 12:30-16:30；厨师一个班次：5:30-19:30；后勤人员一个班次：8:00-12:00, 13:30-17:30。如果需要加班，正常工作日的加班时间为2小时，从16:30到18:30。工厂确保了员工每周至少休息一天的权利。访谈确认员工加班自愿，员工对正班的工作时间、加班时间和休息时间清楚和了解。审核员交叉验证了考勤记录与一些生产记录，本次审核未发现不一致。

6.2 - The factory did not have effective overtime control system. The vice general manager / Ms. Xiulan JIANG stated that the factory established working hour rules, electronic IC card attendance system was used to record workers' attendance, but they did not establish overtime control planning, workers' overtime hours depended on production task, but one day off per week was guaranteed. Through workers interview, the interviewees stated that the workshop director would inform them when overtime was needed, they did not know the overtime limits and how to do when overtime reached the upper limit. All 20 sampled workers' monthly overtime In August 2020 were ranged for 92 hours; In November 2020 were ranged for 82 hours; In March 2021 were ranged for 86 hours Remark: Till audit date, the maximum monthly overtime of all 20 sampled workers in April 2021 was 82 hours and from 1 May 2021 to 19 May 2021 was 42 hours. Reference law: PRC Labour Law article 41 工厂没有有效的系统去控制加班。副总经理姜秀兰表示工厂有制定工时制度，员工采用电子IC卡考勤系统记录出勤时间，但没有建立加班管控计划，员工的加班时取决于生产任务，但是员工每周休息一天是有保证的。通过员工访谈，他们表示车间主管有加班安排时会通知员工，他们不了解加班时间的上限及如果达到上限后如何处理。抽取的全部20名样本员工在2020年8月的月加班时间为92小时。在2020年11月的月加班时间为82小时。在2021年3月的月加班时间为86小时。备注：截止到审核当天，抽取的全部20名样本员工在2021年4月份最大月加班时间为82小时，从2021年5月1日至19日最大月加班时间为42小时。参考法律法规：《中华人民共和国劳动法》第41条

Remarks from Auditee:

NONE

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 210459] Audit Date: 18/05/2021 PA Score: A	Deadline date:30/08/2021
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: <p>The temperature, humidity and lighting were satisfactory in the factory. The factory carried out risk assessments for healthy, safety and hygienic working conditions regularly. Ms. Xiulan JIANG was appointed as the senior management representative for health and safety, she had the awareness on OHS requirements. An OHS committee was also established, the members received adequate trainings about OHS and had necessary skills & knowledge. OHS trainings were regularly provided to employees, such as evacuation and firefighting drill, basic first aid knowledge, equipment operation and etc. The evacuation and firefighting drills were conducted twice per year including production area and dormitory area, the last one was conducted in March 2021, all employees were required to participate in evacuation and firefighting drills, the interviewed workers knew how to use firefighting facilities. All of the wires and electrical facilities were maintained in good condition and posted with warning signs, one competent electrician was responsible for electric safety, electrical facilities were inspected on monthly basis. Sufficient firefighting equipment such as fire hydrants and fire extinguishers were installed and inspected monthly. Evacuation routes were not blocked, evacuation plans were posted in the floor and understood by all interviewed workers. Fire alarms, emergency lights and exit signs were installed properly and inspected monthly. By testing onsite, fire hydrant, emergency light and fire alarm were effective. Clean drinkable water was available in workshops. 27 qualified first aiders were available in the factory and the first aid kits with adequate necessary suppliers were provided to employees in production site and dormitory area. Through onsite observation, all the buildings were safety and integrity, no structural crack was found. The facility obtained the fire safety approval and construction safety approval for review. The sanitation was good in canteen, dormitory and toilet. The facility obtained the food operation permit and health certificate of workers in kitchen. All the toilet cleaned every day. No transportation was provided to workers by the factory.</p> <p>厂区温度、湿度和照度合适。工厂定期对工作场所进行了风险评估。副总经理姜秀兰小姐主要负责企业的健康安全问题，她对职业健康安全有一定意识。工厂还建立了职业健康安全委员会，委员会的成员接受了职业健康安全方面的充分培训并拥有必要的技能与知识。职业健康安全培训定期提供给了员工，包括疏散消防演习，基本急救知识，机器设备的操作等。包含食堂和宿舍区域的疏散消防演习每年举行两次，最近一次是在2021年3月，所有员工都参加了疏散消防演习，访谈的员工都知道如何使用消防设施。所有电线和电气设施都维护良好，并张贴了安全警示标识，一名具有资质的电工负责厂内的电气安全，电气设施每月检查一次。足够的消防设施例如消防栓，灭火器已安装并每月进行检查。逃生路线未被堵塞，疏散图张贴在生产楼层并能够被所有访谈的员工充分理解。警铃、应急灯与安全出口标识合理安装并每月进行检查。通过现场测试，消防栓、应急灯和警铃等可正常使用。干净的饮用水被提供在车间。工厂有27名具有资质的急救员，配备足够药品的急救药箱提供在生产场所和宿舍区域。通过现场观察，所有建筑完整和安全，没有结构性裂痕。企业提供给了消防验收报告和建筑竣工验收报告供查阅。食堂、宿舍和厕所的卫生很好。工厂取得了食品经营许可证，厨房员工有健康证。厕所每天打扫一次。工厂没有提供交通设施给员工。</p> <p>7.2 - It was noted that 207 out of 327 employees (including 50 retirees hired to work again) were not provided with any kind of work-related injury insurance. Reference law: Social Insurance Law of the People's Republic of China, Article 33. (Remark: The factory had provided trainings on work injury management and OHS. No work injury was noted in the past year) 工厂没有给327名员工中的207名（包括50名退休返聘员工）提供任何形式的工伤保险。参考法律法规：《中华人民共和国社会保险法》第33条。（备注：工厂提供了工伤管理、职业健康安全方面的培训。过去一年未发现工伤事故）</p> <p>7.4 - The factory had conducted regular communication meetings between worker representative and management to discuss the workplace issues. But workers and their representative were not involved in health and safety risk assessment. 工厂定期召开了员工代表与管理层之间的沟通会议来讨论工作场所问题。但工人和工人代表没有受邀参与进行职业健康安全风险评估。</p>	
Remarks from Auditee: NONE	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 210459] Audit Date: 18/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: <p>The factory had established policy and procedure to prevent recruitment of child labor. The age verification procedure was used during hiring process and periodic check was conducted to identify suspicious child labor. A child labor remedial procedure was also established to handle child labor issue. The youngest worker in the factory was 23 years old at present. 工厂建立了政策和程序去防止雇佣到童工。在招聘中会使用到年龄核实程序并且会定期检查确认可疑童工身份。工厂同时建立了童工补救措施去处理童工问题。工厂内当前最年轻员工为23岁。</p>	
Remarks from Auditee: NONE	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 210459] Audit Date: 18/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: <p>The factory established young worker protection management procedure. The factory also conducted risk assessment to prevent, identify and mitigate harm to young workers. No young worker existed in the factory at present. 工厂建立了未成年工保护管理程序。工厂还对未成年工所处的风险进行评估，防止、识别并减缓未成年工所受到的伤害。未发现工厂内目前存在未成年工。</p>	
Remarks from Auditee: NONE	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 210459] Audit Date: 18/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: The factory had established a policy based on amfori BSCI standards and local law requirements to protect employment relationship. All hired workers signed labor contracts within one month with the factory and a copy of labor contract was provided to worker. There was no evidence to show the factory tried any unfair employment method to reduce its obligations. 工厂基于amfori BSCI的标准和当地法规要求建立了包含雇佣关系的政策和程序。所有雇佣的员工都会与工厂在一个月內签订劳动合同并且会留一份劳动合同副本给员工。没有任何证据显示工厂有通过不公平的雇佣方式去减少其义务。	
Remarks from Auditee: NONE	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 210459] Audit Date: 18/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: The factory had set up anti-forced labor policy, the factory didn't retain the workers' resident ID or other papers. The interviewees stated that they worked overtime voluntarily, and could go to toilet and have drinking water freely during work time and left the workplace freely when shift ended, workers left the factory while the termination of employment or the leave application submitted one month in advance. The factory didn't use prison labor, the factory prohibited any physical harassment and verbal abuse, workers knew how to protect own rights. 工厂建立了禁止强迫劳动政策，工厂不会扣押工人们身份证和其它证件。受访谈的员工表示加班自愿，在工作中可以自由去厕所和喝水，工作结束后可以自由出入，工人们在合同到期以及提前一个月提交辞职申请后可以离开工厂。工厂没有使用过监狱工，工厂禁止肢体骚扰和言语虐待，工人们知道如何维护自身的权利。	
Remarks from Auditee: NONE	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 210459] Audit Date: 18/05/2021 PA Score: A	Deadline date:30/08/2021
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: The factory had established the policy and procedure of environment protection, and identified relevant environmental factors. The factory collected applicable environmental laws and regulations for its activities, such as Environmental Protection Law of the People's Republic of China and Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project etc. The factory compiled Environmental Impact Assessment report form and registered it in local environmental protection agency. The waste water produced in the production process is treated and discharged up to the standard. The hazardous wastes such as muds were submitted to the qualified unit for disposal. There was no waste found to be dumped in natural environments, or burned on open fires. The factory also made energy saving plan to reduce the consumption of water and electricity. Through the management interview, the management had good awareness of environmental protection. The factory obtained discharge permit. 工厂已建立环境保护的政策和程序，并识别了相关的环境因素。工厂收集了适用的环境法律法规，例如《中华人民共和国环境保护法》和《建设项目竣工环境保护验收管理办法》等。工厂编制了环评报告表并在当地环保局进行了备案。生产过程中产生的废水经处理后达标排放。工厂的危险废弃物例如污泥委托给了具备资质的单位进行处理。未发现工厂直接倾倒废物或焚烧废物。工厂还建立了能源降耗计划，以减少水和电的消耗。通过管理人员访谈，管理人员有良好的环境保护意识。工厂取得了排污许可证。 12.4 - The factory did not provide inspection report of canteen waste air. Reference Law: Measures for the Administration of Environmental Surveillance Article 21 工厂未提供食堂油烟废气的检测报告。参考法律法规：《环境监测管理办法》第21条	
Remarks from Auditee: NONE	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 210459] Audit Date: 18/05/2021 PA Score: A	Deadline date:30/08/2021
GOOD PRACTICES: None observed 未发现	
AREAS OF IMPROVEMENT: The factory established anti- bribery/corruption procedure for business ethics for preventing any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. The auditee established business ethics standard procedure for its business activities. The auditee provided correct data and information during this audit. 工厂已经建立反对在其企业活动中出现的任何贪污、勒索或挪用行为、或任何贿赂形式的反回落腐败程序。被审核方就其商业活动建立了商业道德规范程序。本次审核被审核方提供了准确的记录和信息。 13.4 - Factory established procedures on private information security, however, management did not provide training on this part to all the workers. 工厂建立了有关个人信息安全的程序，但是，管理层没有提供这部分的培训给所有的员工。	
Remarks from Auditee: NONE	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	18/05/2021	210459	D	B	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



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



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



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



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



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



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the canteen (if applicable)
Kitchen.JPG



Photo of the dormitories (if applicable)
Bedroom.JPG



Photo of the dormitories (if applicable)
Dormitory buildings.JPG



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



Photo of the inside of the main production hall
Disinfecting workshop.JPG



Photo of the inside of the main production hall
Filling tin workshop.JPG



Photo of the inside of the main production hall
Grading workshop.JPG



Photo of the inside of the main production hall
IMG_8337.JPG



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



Photo of the inside of the main production hall
Paring workshop.JPG



Photo of the inside of the main production hall
Pre boiling workshop.JPG



Photo of the inside of the main production hall
Pre treatment workshop.JPG



Photo of the inside of the main production hall
Sealing workshop.JPG



Photo of the inside of the main production hall
Selecting workshop.JPG



Photo of the inside of the main production hall
Washing workshop.JPG



Photo first aid facilities
Emergency procedure posted on site.JPG



Photo first aid facilities
Eye wash equipment.JPG



Photo first aid facilities
First aid box.JPG



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

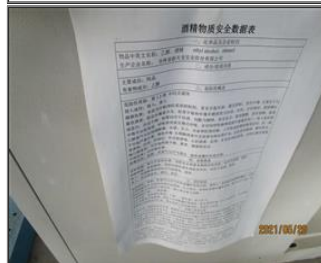


Photo of chemical storage room (if applicable)
MSDS posted on site.JPG



Photo of fire safety equipment
Emergency light test.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.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of fire safety equipment
Fire hydrant.JPG



Photo of fire safety equipment
Firefighting facility check record.JPG



Photo of fire safety equipment
Firefighting facility test.JPG



Photo of the code of conduct on display
amfori BSCI COC posted on site.JPG



Photo of the sanitary facilities
Drinking water.JPG



Photo of the sanitary facilities
Toilet.JPG



Photo of non-conformity
5.5 Insufficient social insurance.JPG



Photo of non-conformity
6.2 Monthly overtime exceed 36 hours.JPG