

[Logout](#)

Welcome Acheng Jin (Business Social Compliance Initiative (BSCI)/Producer)

Summary Audit Report

Current Producer 

SHAOXING QIDI SPORTS

EQUIPMENT CO., LTD.

DBID: 343821

Audit ID: 20521

Generate PDF

Current Audit

[Declaration of consent](#)

[Confidentiality Disclaimer](#)

[Cover Page](#)

[Master Data Part A](#)

[Part B Tier I](#)

[CAP B](#)

[Workers Interview Sheet](#)

[Child Labour Sheet](#)

[Attached Documents](#)

[Audit Import/Export](#)

[Summary Audit Report](#)

[Auditors Notes](#)

---

### Producer Information

---

Name of producer :	SHAOXING QIDI SPORTS EQUIPMENT CO., LTD.		
DBID number :	343821		
Audit ID :	20521		
Address :	NO.41, XINFENG INDUSTRIAL ZONE, KEYAN STREET, KEQIAO DISTRICT, Shaoxing City		
Province :	Zhejiang	Country :	China

Management Representative : Cherry Kim  
Contact person: Acheng Jin  
Sector : Non-Food Industry Type : Sports equipment and sportwear  
Product group : sports equipment Product Type : trampoline

---

### Audit Details

---

Type of audit :  Full Audit  Re-Audit  
Sub type of audit :  Combined audit  Special investigation- RUC  Special investigation- Other  Unannounced/ Semiannounced  
Audit date : 19/08/2014 Audit Duration : 1.500  
Audit methodology :  Industrial  Primary Production  
Auditing Company : Globalgroup of Companies Limited  
Auditing Company Branch : (China) Globalgroup Certification Limited  
Auditing company address : 15B & 15F, Cheuk Nang Plaza, 250 Hennessey Road, Wan Chai,  
Lead Auditor Name(SA8000 Certificate Number) : Wylie Wang (AD10300)  
Team Member Name(SA8000 Certificate Number) :

---

### Audit Results for Part B tier I

---

Total Score Part B tier I:  Good  Improvements Needed  Non-Compliant  
Total Number of deviations in crucial questions : 0 / 35  
Agreed date for closing the Corrective Action Plan ( If applicable ) : 19/11/2014  
Contingencies to be reported :  Aborted  Partially Conducted  Combined With Other Systems  
 Desktop Review  Others

---

### Audit Results for Part B tier II (Only relevant if Primary Production Methodology is used)

---

Please refer to section "Sampled Units Tier II" and "Audit Sample CAP B"

## Audit Master Data Part A

For more details of the company, see complete Master Data in the on-line Audit Report

General information on the Producer			
Name of producer :	SHAOXING QIDI SPORTS EQUIPMENT CO., LTD.		
Address :	NO. 41, XINFENG INDUSTRIAL ZONE, KEYAN STREET, KEQIAO DISTRICT, Shaoxing City		
Year of foundation :	2010		
Legal status :	Limited Co		
Turnover (in euros ) :	919000.000		
Main contact person :	Acheng Jin		
Language spoken :	Chinese (Putonghua)		
Valid GlobalG.A.P Certificate :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Other Social audit :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Social audit name :	None

## Auditors' notes

### **Producer's background**

It was a initial full audit against Shaoxing Qidi Sports Equipment Co., Ltd on Aug 19 2014 of first circle of BSCI. The factory located at NO.41 Xingfeng Industrail Zone Keyan Street Keqiao District Shaoxing City Zhejiang Province China manufactured

trampoline. Total number of employee on the roster were 49, during the audit day 49 workers were present, among whom 23 were male and 26 were female. Main process of the facility is cutting punching welding sewing inspection and packing. Factory comprise of one-3F building and 1F of one-3F building as office and production with total 7289 square meters which is rented from Zhejiang Xinfeng Trampoline Co., Ltd. The factory all products exported to foreign market including North

American and Europe. The factory used the ID card machine to record the working hours. There was one shift in this factory, which is from 07:30 to 17:00 with 1.5 hour for lunch break from 11:30 to 13:00. The factory did provided canteen and dormitory to workers. All workers were salary-based workers and were paid in cash at 16th of next month. Upon arrival, the assessment team was greeted by Ms Cherry Kim / Assistant of General Manager. After introducing both sides, an opening meeting was held to explain the visit purpose and assessment procedures. The management team appeared clear of the nature of the assessment and granted a full access. The requested documentation was prepared in a timely manner. A walk through of the factory and private/group interviews were also been conducted. The management team appeared cooperative and receptive during the whole assessment. Management signed the Declaration of Consent. By the end of the assessment, a closing meeting was held with the facility management. All the findings and suggestions were clearly explained to management. The facility management was cooperative during the whole assessment and receptive to the result. Ms Cherry Kim signed the Corrective Action Plan and agreed the deadline for the cap.

### Chapter summary

Chapter	Chapter Summary
B.1. Management Practice	In the facility, most working rules and procedures were created. But The BSCI COC was posted with old version. Also the management was advised to maintain the records of legal regulations, social policy, procedures and internal systems and update regularly and post the anti-corruption/anti-bribery policy. In addition the workforce capacity in the factory was not assessed and properly planned to match delivery order contracts' expectations.
B.10. Health and Social Facilities	The facility has the agreement with a nearby hospital in 3 kilometer. The facility provided the first aid kit in each workshop. The drinking water was free access to all employees. And the drinking water inspection report was kept in the facility. But one privacy door was broken in the toilet.
B.11. Occupational Health and Safety (OHS)	The factory performed well in most facts in this section. All factory area was forbidden smoking. But the factory did not provide regular occupational health checks to workers who were in contact with hazardous materials and noise and did not keep record for the replacement of PPEs such as earplugs. About chemical there was no anti-leakage facility (e.g. secondary container) installed for engine oil in the workshop and distribution, use and disposal of chemicals are not properly recorded. In addition 50% warning signs were marked on electrical panels. However, the graphic color of the warning sign was red with yellow background, which was not in compliance with the legal requirement of black and the factory did not inspect the electrical installation and equipments periodically. 20% electrical control panels in workshop were missing inner insulation covers. Also the goods were stored against the wall in warehouse. Factory management failed to provide auditor with the safety inspection reports for one travelling crane and one forklift being used in the factory for review.

B.13. Environment	The facility did not obtained the environmental impact assessment reports according to national regulations. And the factory did not develop mechanisms to ensure reduction of emissions, particularly CO2 emission.
B.2. Documentation	In the facility, the labor contracts are maintained for all employees. All necessary items are reflected on the labor contracts. In addition, all workers' age documents are maintained. The factory also provided some training to workers such as first aid training, personal protection training equipment operation training etc. However, hours spent and trainers' qualification were not recorded in the training records. The facility was advised to keep the name of participants, topic, hours load and trainers' qualification on the training records.
B.3. Working Hours	In the facility, the peak season was not obvious in the past year. On assessment day the time records of 12 months were valid for review. The time records Nov. 2013 Mar. and Jul. 2014 were randomly selected for sample. In the facility the ID card is used to track the working hours for all employees. Normal shift is from 7:30 to 17:00 with 1.5 hours lunch break from 11:30 to 13:00 from Monday to Friday The regular overtime is conducted from 18:00 to 20:00 for zero to two per week. The Saturday overtime is noted as same as the regular working day for 16 hours to 40 hours per month. None Sunday overtime is noted in the facility. The monthly overtime hours was noted exceeded 36 hours as local required. The management was advised to controlled working hours to comply with the labor law.
B.4. Compensation	On assessment day, the payroll of 12 months was valid for review. The payroll records from Nov. 2013 Mar. and Jul. 2014 were randomly selected for sample. The local minimum wage was RMB 1310 per month since Jul. 1 2013. In the facility, the wages are paid around 16th per month by cash. The minimum wage is guaranteed to all employees, the lowest monthly wage is RMB 1740 in the facility. The overtime compensations are sufficiently provided to all employees. In the facility, the pay slip is provided to all employees upon issuing wages as per the interviewed employees. In addition, it is required to sign on the payroll registers upon issuing wages.
B.5.1. Child Labour	On assessment day, the age documents for all employees were provided for review, no employee under the age of 18 was found in the factory. The factory developed policies and procedures for remediation in case child labor occurs. According to the management interview, the management checked all the applicants ID card for age verifying and the management is clearly understand the definition of young worker and child labor according to Chinese Labor Law. And the factory has setup the policies and written procedures for remediation of children found to be working.
B.5.2. Young Workers	N/A All the workers were over 18 years old
	There was no forced labor found in the facility. All employees were voluntary to work in the facility. According to the documents review and employee interview, the facility didn't retain the ID or salary or other

B.6. Forced Labour / Disciplinary Measures / Prison Labour	benefit of the workers. All employees were permitted to leave the facility freely after the shift was over. The facility setup the written policy to prohibit the use of corporal punishment, mental or physical coercion or verbal abuse. No prisoners work is found during current assessment. All products were finished and packed in the plant.
B.7. Freedom of Association and Collective Bargaining	There were two representatives elected by workers in the facility. There is the written policy for freedom of workers to establish and join trade unions or workers organizations of their own choosing and collectively negotiate their working conditions. According to the employee interview, the worker representative was treated fairly and equally, there was not discriminated in the facility.
B.8. Discrimination, Harassment and Abuse	All the workers are Chinese and there is no discrimination based on age, caste, disability, ethnic and national origin, gender, membership in worker's organizations, political affiliation, race, religion, sexual orientation, social background, and other personal characteristics. There is the written policy that prohibits the discrimination, harassment and abuse in any situation. According to employee interview, none employee felt the unfair treatment.
B.9. Working Conditions	During the walkthrough it was noted that the ventilation and light appears to be in good condition. But the factory did not take noise test for the punching section.

## Part B Tier I - Overall Summary

Chapter	Full Audit Results (20521 and 19/08/2014)				
	G	IN	NC	NA	%
B.1. Management Practice	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	66.67
B.2. Documentation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	83.33
B.3. Working Hours	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	80.00
B.4. Compensation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.5.1. Child Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.5.2. Young Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.6. Forced Labour / Disciplinary Measures / Prison Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00

B.7. Freedom of Association and Collective Bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.8. Discrimination, Harassment and Abuse	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.9. Working Conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	85.71
B.10. Health and Social Facilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	87.50
B.11. Occupational Health and Safety (OHS)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	69.23
B.12. Dormitories (if not applicable, go to B.13)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.13. Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	60.00
Total	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	80.87

## In House Production Structure

Department	Function in production	Number of Workers	Number of shifts	Shift 1		Shift 2		Shift 3	
				From	To	From	To	From	To
Mgmt/General Admin	Admin	8	1	7:30 AM	5:00 PM				
Finances	Finances	1	1	7:30 AM	5:00 PM				
Human Resources	H.R.	1	1	7:30 AM	5:00 PM				
Packing	packing	10	1	7:30 AM	5:00 PM				
Quality Control	QC	3	1	7:30 AM	5:00 PM				
Production	punching	10	1	7:30 AM	5:00 PM				
Production	cutting	2	1	7:30 AM	5:00 PM				
Production	sewing	10	1	7:30 AM	5:00 PM				
Production	welding	1	1	7:30 AM	5:00 PM				
Warehouse	warehouse	2	1	7:30 AM	5:00 PM				





Qinao packing Co., Ltd	subsupplier	Mr Zhai Zhengming	2012	Xiaoshan	Hangzhou	Zhejiang	China	58	Carton	No	45	No	No
Jiangyin Xinggang Metal production Co., Ltd	subsupplier	Mr Xuebin	2012	Jiangyin	Wuxi	Zhejiang	China	231	Metal pipe	No	53	No	No

## Dormitories (if applicable)

No Data Available for Dormitories

## Corrective Action Plan (CAP) B Tier I

Chapters and Subchapters	Crucial	Score	CAP	Responsible Person	Deadline date
<b>B.1. Management Practice</b>					
B.1.1. Management Pactice	No	( - ) [Minus]	It was noted that the workforce capacity in the factory was not assessed and properly planned to match delivery order contracts' expectations. (工厂没有对现有员工产能是否可以按时完成客户订单数量进行评估。) It is recommended that the factory should have a plan to ensure workforce capacity sufficient and properly plan to match delivery order contracts' expectations.	Cherry Kim	19/11/2014
B.1.2. Management Pactice	No	( - ) [Minus]	It was noted that the BSCI Code of Conduct was posted in the factory, but the BSCI Code of Conduct was A4 format. (BSCI行为准则已经张贴但是是A4格式的) It is recommended the factory to post the NEW BSCI COC in A3 format in the public.	Cherry Kim	19/11/2014
B.1.4. Management Pactice	No	( - ) [Minus]	It was noted that there was no evidence that legal regulations, social policy, procedures and internal systems are recorded and up-to-date. (工厂没有收集适用法规, 建立社会责任政策, 程序以及内部管理系统定期更新的记录) It is recommended that the facility manager should maintain the records of legal regulations, social policy, procedures and internal systems and update	Cherry Kim	19/11/2014

			regularly.		
B.1.9. Management Pactice	No	( - ) [Minus]	It was noted that the anti-corruption/anti-bribery for all business activities policy is not posted in the facility. (没有张贴反腐败反贿赂政策) It is recommended that the anti-corruption /anti-bribery for all business activities policy should be posted in public area.	Cherry Kim	19/11/2014
Chapter Score		<input type="checkbox"/> Good	<input checked="" type="checkbox"/> Improvements Needed	<input type="checkbox"/> Non-Compliant	
Number of deviations in crucial questions		0 of 3			
Fulfillment Percentage		66.67%			
B.2. Documentation					
B.2.5. Documentation	No	( - ) [Minus]	It was noted that the trainings (eg first aid training, personal protection training equipment operation training etc) were provided by the factory to the employees and relevant records were provided for review. However, hours spent and trainers' qualification were not recorded in the training records. (工厂提供急救培训防护用品使用培训给员工, 并保留相关记录但是培训时长及培训人员资质等没有记录在培训记录中) It is recommended that workers' trainings should be properly recorded, particularly but not limited to, name of participants, topic, hours load and trainers' qualification.	Cherry Kim	19/11/2014
Chapter Score		<input checked="" type="checkbox"/> Good	<input type="checkbox"/> Improvements Needed	<input type="checkbox"/> Non-Compliant	
Number of deviations in crucial questions		0 of 1			
Fulfillment Percentage		83.33%			
B.3. Working Hours					
B.3.4. Working hours	No	( - ) [Minus]	It was noted that 10 out of 10 sample population employees monthly overtime hours exceeded 36 hours in Nov 2013 Mar 2014 and Jul 2014, up to 56 hours, 54 hours and 46 hours, respectively. (抽样10人考勤中, 2013年11月2014年3月和7月月加班超过36小时, 分别达到56小时, 54小时和46小时) Law ref: Labor Law of the PRC, Article 41 It is recommended that the factory should ensure workers' monthly overtime hours within 36 hours and daily overtime hours within 3 hours.	Cherry Kim	19/11/2014
Chapter Score		<input checked="" type="checkbox"/> Good	<input type="checkbox"/> Improvements Needed	<input type="checkbox"/> Non-Compliant	
Number of deviations in crucial questions		0 of 3			

Fulfillment Percentage		80.00%			
B.9. Working Conditions					
B.9.4. Working Conditions	No	( - ) [Minus]	It was noted that the factory did not take noise test for the punching section. (工厂没有对冲压车间的噪音进行过检测) It is recommended that the factory should take noise test for the punching section.	Cherry Kim	19/11/2014
Chapter Score		<input checked="" type="checkbox"/> Good	<input type="checkbox"/> Improvements Needed	<input type="checkbox"/> Non-Compliant	
Number of deviations in crucial questions		0 of 1			
Fulfillment Percentage		85.71%			
B.10. Health and Social Facilities					
B.10.2.3. Social Facilities	No	( - ) [Minus]	It was noted that one privacy door was broken in the toilet. (厕所一个隐私门损坏) It is recommended all stalls in the factory's toilets should be equipped with doors and relevant supplies.	Cherry Kim	19/11/2014
Chapter Score		<input checked="" type="checkbox"/> Good	<input type="checkbox"/> Improvements Needed	<input type="checkbox"/> Non-Compliant	
Number of deviations in crucial questions		0 of 1			
Fulfillment Percentage		87.50%			
B.11. Occupational Health and Safety (OHS)					
B.11.1.5. Risk Assessment and Monitoring	No	( - ) [Minus]	It was noted that the factory did not provide regular occupational health checks to workers who were in contact with hazardous materials and noise. (工厂没有提供职业健康体检给接触化学品及噪音的员工) Law ref: Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases Article 36 It is recommended that regular occupational health checks should be provided to all employees who are in contact with hazardous materials and noise.	Cherry Kim	19/11/2014
B.11.3.2. Personal Protective Equipment	No	( - ) [Minus]	It was noted that the factory did not keep record for the replacement of PPEs such as earplugs. (工厂没有提供PPE(如耳塞)的更换记录。 It is recommended that the factory should keep the records for the replacement of PPEs.	Cherry Kim	19/11/2014
B.11.4.4. Chemicals	No	( - )	It was noted that there was no anti-leakage facility (e.g. secondary container) installed for engine oil in the workshop. (车间使用的机油无二次容器) Law Ref: Regulation for Safety of Hazardous Chemical article 20 It is	Cherry Kim	19/11/2014

B.11.4.4. Chemicals	No	[Minus]	Hazardous Chemical article 20 It is recommended that the anti-leakage facility (e.g. secondary container) should be provided for all chemical containers.	Cherry Kim	19/11/2014
B.11.4.6. Chemicals	No	( - ) [Minus]	It is noted that distribution, use and disposal of chemicals are not properly recorded. (无化学品分配、处置、清理记录) It is recommended that the distribution, use and disposal of chemicals should be properly recorded.	Cherry Kim	19/11/2014
B.11.5.1. Accident and Emergency Procedures	No	( - ) [Minus]	It was noted that 50% warning signs were marked on electrical panels. However, the graphic color of the warning sign was red with yellow background, which was not in compliance with the legal requirement of black. (50%电箱标识是红字黄底不符合法律要求) Law ref: Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008, Article 2-7. It is recommended that management adopt practices and controls to ensure that all electric devices and circuits in the factory are marked with appropriate warning signs to avoid electric shock.	Cherry Kim	19/11/2014
B.11.5.3. Accident and Emergency Procedures	No	( - ) [Minus]	It was noted that the factory did not post the accident procedures on work floors for exposed workers and first-aid personnel. (工厂没有张贴紧急事故程序) It is recommended that accident procedures should be visually displayed and easily understandable to exposed workers and first-aid personnel on work floors.	Cherry Kim	19/11/2014
B.11.6.2. Electricity	No	( - ) [Minus]	It was noted that the factory did not inspect the electrical installation and equipments periodically. (工厂没有定期检查电力设施) It is recommended that the factory should inspect the electrical installation and equipments periodically.	Cherry Kim	19/11/2014
B.11.6.4. Electricity	No	( - ) [Minus]	It was noted that 20% electrical control panel in workshop were missing inner insulation covers. (20%电箱没有安装内部绝缘板) It is recommended that all electrical control panels should be installed with insulation covers.	Cherry Kim	19/11/2014
B.11.8.1. Escape Routes and Emergency Exits	No	( - ) [Minus]	It was noted that the goods were stored against the wall in warehouse. (仓库货物靠墙堆放) Law ref: Rules for Warehouse Fire Prevention Safety Management, Article 18. It is recommended that width of gap between stacks	Cherry Kim	19/11/2014

			and walls should be no less than the legal requirement of 0.5 meters.		
B.11.09.1. Machine and Vehicle Safety	No	( - ) [Minus]	It was noted that 3 out of 24 sewing machines were not equipped with needle guards. (3台缝纫机没有安装档针器) Law ref: Code of Design of Manufacturing Equipment Safety and Hygiene, Article 6.1.6 It is recommended that management adopt practices and controls to ensure that all sewing machines are equipped with needle guards.	Cherry Kim	19/11/2014
B.11.09.2. Machine and Vehicle Safety	No	( - ) [Minus]	It was noted that the forklift operator in the factory did not have valid operation license. (工厂没有获得叉车操作工证) Law ref: Measures for Supervision and Management of the Operating Personnel of Special Equipment, Article 2. It is recommended that the forklift operator in the factory should obtain a valid operation license	Cherry Kim	19/11/2014
B.11.09.3. Machine and Vehicle Safety	No	( - ) [Minus]	It was noted that factory management failed to provide auditor with the safety inspection reports for one travelling crane and one forklift being used in the factory for review. (工厂不能提供一台行车和叉车的年检报告) Law ref: Special Appliance Quality Safety Monitoring Regulation article 28. It is recommended that management adopt practices and controls to ensure that a safety inspection for the cargo lift and forklift being used in the factory is conducted and the safety inspection certificates are obtained.	Cherry Kim	19/11/2014
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 6			
Fulfillment Percentage		69.23%			
B.13. Environment					
B.13.1. Environment	No	( - ) [Minus]	It was noted that factory management was unable to provide the approval document of environment impact assessment for review. (工厂不能提供环评报告) Law ref: PRC Environmental Impact Assessment Law Article 16 It is recommended that management adopt practices and controls to ensure that the report form of environmental impacts of the construction project of the factory is examined and approved by the competent administrative department in charge of environmental protection.	Cherry Kim	19/11/2014

B.13.5. Environment	No	( - ) [Minus]	It was noted that the factory did not develop mechanisms to ensure reduction of emissions, particularly CO2 emission. (工厂没有建立相关机制以尽量减少污染排放尤其是二氧化碳的排放) It is recommended that the factory should develop mechanisms to ensure reduction of emissions, particularly CO2 emission.	Cherry Kim	19/11/2014
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		60.00%			
<b>Total Audit Results for Part B Tier I</b>					
Total Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Total number of deviations in crucial questions		0 of 35			
Overall fulfillment percentage		80.87%			

## Part C: Audit Findings

<b>Chapter</b>
C.1. Policy
C.2. Planning and Implementation
C.3. Management Review
C.4. Control of Subcontractors / Suppliers / Sub-suppliers
C.5. Control of Homeworkers
C.6. Compensation
C.7. Child Labour

C.8. Outside Communication
----------------------------

Total
-------

## Workers Interview Sheet

Workers Interview Sheet			
Workers	Male workers number	Female workers number	% of the total workforce
Total	2	4	12.24
Workers aged < 18 years interviewed	0	0	0.00
Apprentices interviewed	0	0	0.00
Disabled persons interviewed	0	0	0.00
Full time workers interviewed	2	4	12.24
Part time workers interviewed	0	0	0.00
Seasonal workers interviewed	0	0	0.00
Migrant workers interviewed	0	0	0.00
Pregnant workers interviewed		0	0.00

Interview methods used	number (how many)
Number of Individual interviews conducted	4
# of people interviewed in Group(s)	2
# of Interviews conducted on site	6
# of Interviews conducted off site	0
Was an interpreter used?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Language(s) used for worker interviews	Chinese

interview	responses (if the number of lines is not enough, please use pages as needed and include them in attachments).
1	Female worker from the Sewing section. She used the ID card machine to record her time in & out, and normal work started at 07:30 and end at 17:00. In general, the overtime were not too much, weekday overtime was from 18:00 to 20:00, and she could have 1 rest day in one week. The present month wages were paid by cash in the 16th of next month normally, and there was no deposit or other middleman fee in the recruitment. She reported the payment was consistent to the wage records provided by the management. The payment was in cash and with slips.
2	Female worker from the punching section. For health and safety issue, she was satisfied with the working condition and the factory provided induction training for new workers and regular safety training for all workers. She confirmed that no any serious accident or injury occurred in the factory. Fire drills conducted twice per year in production area, which included the evacuation exercise and the use of the fire extinguishing facilities. The recent fire drill was conducted in Jun 2014.
3	Male worker from the cutting section. He is salary-based worker, and his basic wage was RMB 11 per hour which was higher than the local minimum wage . He used the ID card machine to record his time in & out, and normal work started at 07:30 and ended at 17:00. He had a break of 1.5 hours for lunch from 11:30 to 13:00.
4	Female worker from the sewing section. For child labour issue, she confirmed that the factory would required them to show their ID cards to verify their ages during recruitment and kept the copies in personal files. For forced labour issue, she confirmed that no “deposit” was required by the factory and their original documents such as ID cards were kept by themselves.
5	1 female workers and 1 male worker from the packing and welding section were selected for group interview on site. They confirmed that the factory would required them to show their ID cards to verify their ages during recruitment and kept the copies in personal files. They stated that she used the ID card machine to record his time in & out, and normal work started at 07:30 and ended at 17:00. They stated that the factory provided free occupational health inspection to them annually. Fire drills conducted twice per year in production area, which included the evacuation exercise and the use of the fire extinguishing facilities

## Child and Young Workers Record Sheet

Child and Young Workers Record Sheet								
Please only complete this table if you have children (anyone below the national minimum age) or young workers (anyone below the national minimum age but below 18 years of age) in your company								
Name	Birthday (dd/mm/yyyy)	Attending school?	Working start date (dd/mm/yyyy)	Department he/she works in	working time schedule (From)	working time schedule (To)	Average working hours per week	Comments
None							0.000	

## Overall Producer Pictures

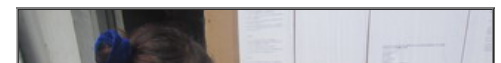
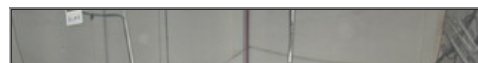
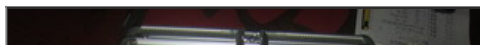






Photo first aid facilities  
First aid kit.JPG



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



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



Photo first aid facilities  
First aid room.JPG



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



Photo of the inside of the main production hall  
Check record of fire extinguisher.JPG





Photo of the code of conduct on display\*\*  
NC-The A4 format BSCI COC.JPG



Photo of the inside of the main production hall  
Punching worker with earplugs.JPG



Photo of the inside of the main production hall  
Emergency light testing.JPG



Photo of the inside of the main production



Photo of the inside of the main production hall  
**NC-electrical panel without inner insulation cover.JPG**



Photo of the inside of the main production hall  
**NC-no gap between goods and wall in warehouse.JPG**

Photo of the inside of the main production hall  
**Punching workshop.JPG**

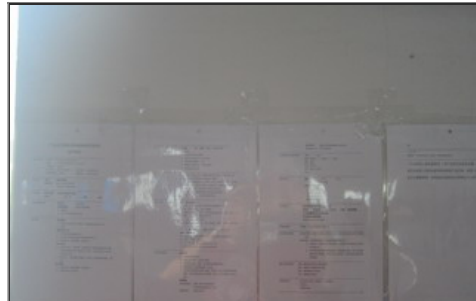


Photo of the inside of the main production hall  
**First aid room.JPG**

Photo of the inside of the main production hall  
**Emergency Plan.JPG**



Photo of the inside of the main production hall  
**Evacuation arrow.JPG**



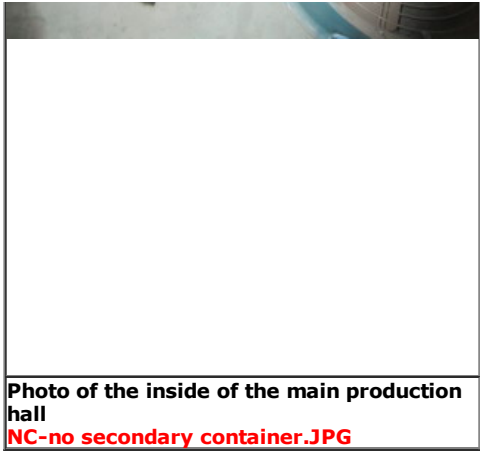


Photo of the inside of the main production hall  
**NC-no secondary container.JPG**



Photo of the inside of the main production hall  
**MSDS posted on site.JPG**

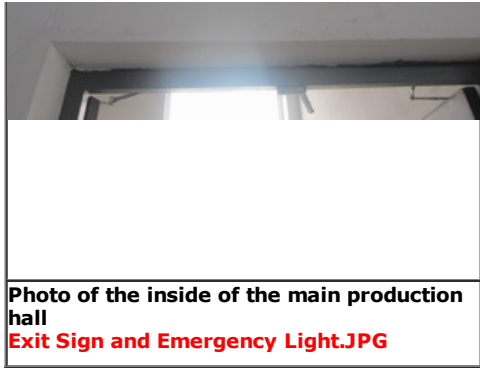


Photo of the inside of the main production hall  
**Exit Sign and Emergency Light.JPG**



Photo of the inside of the main production hall  
**NC-one privacy door was broken.JPG**



Photo of the inside of the main production hall  
**Production building.JPG**



Photo of the inside of the main production hall  
**Fire Extinguisher certificate.JPG**



Photo of the inside of the main production hall  
NC-sewing machine without needle guard.JPG



Photo of the inside of the main production hall  
Raw material warehouse-1.JPG



Photo of the inside of the main production hall  
Fire Extinguisher pressure.JPG

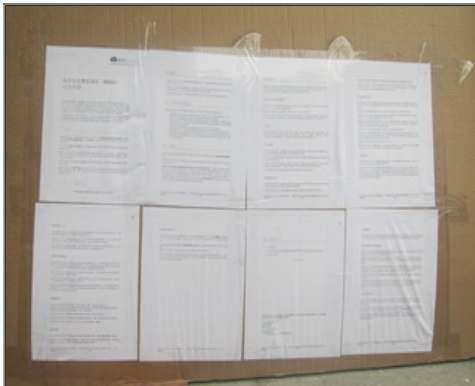


Photo of the inside of the main production hall  
NC-The A4 format BSCI COC.JPG

Photo of the inside of the main production hall  
Raw material warehouse-2.JPG

Photo of the inside of the main production hall  
Fire Extinguisher.JPG



Photo of the inside of the main production hall  
NC-The wrong warning sign on electrical panel.JPG



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



Photo of the inside of the main production hall  
Fire hydrant testing.JPG





External photo(s) of the production unit(s)  
**Auditor in factory.JPG**



Photo of the inside of the main production  
hall  
**Warning sign.JPG**



Photo of the inside of the main production  
hall  
**Fire hydrant.JPG**