



Social Audit Report

社会责任 审核报告

January 2009
2009 年 1 月

BSCI 7-01/09

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Social Audit Report

社会责任 审核报告

Factory Name: 工厂名称:		Fty 1 - Information avail on Request	
Factory Address: 工厂地址:			
Management Representative: 管理代表:			
Audit Results for BSCI Social Requirements Part B: BSCI 社会责任要求 B 部分:	Good ¹ 良好 <input type="checkbox"/>	Improvement Needed 需要改进 <input checked="" type="checkbox"/>	Non-compliant 不合规 <input type="checkbox"/>
Audit Results for Best Practice for Industry Part C: 行业最佳实践 C 部分:	Good 良好 <input type="checkbox"/>	Improvement Needed 需要改进 <input type="checkbox"/>	
Audit initiated by: 审核发起人	BSCI Member: BSCI 成员 <input checked="" type="checkbox"/>	Supplier: 供应商 <input type="checkbox"/>	
Auditing Company Name: 审核公司名称:		TUV Rheinland (Guangdong) Ltd.	
Audit report number: 审核报告号码:		BS120813188	
DBID number: DBID 号码:		31863	
Lead Auditor's name and SAAS certificate number: 主审核员的姓名以及 SAAS 证书号码:		Mr. Robin Zuo/A9806	
Auditing Company Address: 审核公司地址:		No. 199 Kezhu Road, Guangzhou Science City, Guangzhou, China	
Audit Date: 审核日期:		13 August 2012	
Date for the new BSCI cycle to be started: (3 years from the initial audit): 新的 BSCI 循环即将开始的日期 (自首次审核日期起 3 年)		12 August 2015	
Number of Initial audits performed at this facility (Cycle number 1, 2, 3..): 在该厂执行的首次审核的次数 (循环次数 1、2、3..):		1	
Agreed date for closing the CAP (if applicable): 同意结束纠正措施计划的日期 (如适用):		Part B: 13 September 2012 Part C: N/A	
Date, Signature & Stamp: 日期、签署和印章:		13 August 2012, Robin Zuo	

¹ Due to the sampling nature of the auditing exercise, absence of findings during an assessment does not assure the full compliance of the facility nor does it guarantee that violations may not appear in the future. BSCI and the auditing company do not accept responsibility for conditions at other locations that may be used in the supply chain of the relevant product or service since this report covers the production site listed under 'audited company' only. 由于审核活动的取样性质缘故, 若评估过程缺少调查结果, 则不能保证完全符合该体系, 也不能保证日后不会发生违反情况。由于本报告仅涉及“受审核公司”下列出的生产场所, 因此 BSCI 和该审核公司不对相关产品或服务的供应链中使用的其它场所出现的情况负责

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Lead-Auditor 主审核员	Robin Zuo	Additional Auditor 其它审核员	Nil
Audit Date 审核日期	13 August 2012	Number of man days applied 适用的人天数	1.5 (including 0.5 manday off site planning and reporting)

A. Master Data – For full details on the business structure of the company, see complete Master Data in the Audit Questionnaire.

A.主要资料—有关该公司业务结构的全部详情，请参见审核问卷中的完整的主要资料。

Location of audited Company 受审核公司地址		Basic Data 基本数据	
Name of Company 公司名称		Year of foundation 成立年份	1999
http://www. 网址	N/A	Legal status 法律地位	Private limited company
Street 街道		Language(s) spoken in company 公司所讲的语言	Mandarin
City 城市	Wenzhou, Zhejiang China.	Total capacity per month 月总产量	90,000 pairs
Zip Code 邮编	325000	Contact Person 联系人	
Country 国家	CHINA	Name 姓名	
Phone 电话		Position / Language 职位/语言	Sales Manager/Mandarin
Fax 传真		Phone 电话	
DBID Number DBID 号码	31863	E-mail 电邮	

Business Activities 商业活动			
Clothing: 服装:	<input type="checkbox"/>	Construction Material: 建筑材料:	<input type="checkbox"/>
		Electronic Groups: 电子集团:	<input type="checkbox"/>
Eyewear (Glasses): 各类眼镜(眼镜):	<input type="checkbox"/>	Furniture: 家具:	<input type="checkbox"/>
		Leather Goods (except shoes): 皮制品 (除鞋类):	<input type="checkbox"/>
Machinery: 机械:	<input type="checkbox"/>	Other hard goods: 其他耐用品:	<input type="checkbox"/>
		Shoes: 鞋类:	<input checked="" type="checkbox"/>
Textiles: 纺织品:	<input type="checkbox"/>	Toys: 玩具:	<input type="checkbox"/>
		Textiles raw material or accessories 纺织原料或配件:	<input type="checkbox"/>

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B. Audit Assessment Results: Part B BSCI Mandatory Social Requirements
B. 审核评估结果：B 部分 BSCI 强制性的社会责任要求

		Results 结果			
		2	1	0	NA
B.1	Management Practice 管理实践	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.2	Documentation 文件证据	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.3	Working Time 工时	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.4	Compensation 报酬	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.5	Child Labour / Young Employees 童工 / 未成年员工	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.6	Forced Labour / Prisoner Labour / Disciplinary Measures 强迫劳工/囚犯劳工/惩戒措施	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.7	Freedom of Association / Collective Bargaining 结社自由/集体谈判	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.8	Discrimination 歧视	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.9	Working Conditions 工作条件	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.10	Health and Social Facilities 卫生及社会福利设施	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.11	Occupational Health and Safety 职业安全与健康	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
B.12	Dormitories 宿舍	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
B.13	Environment 环境	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Total Result: 总体结果:	<input type="checkbox"/> Good 良好	<input checked="" type="checkbox"/> Improvements Needed 需要改进	<input type="checkbox"/> Non-compliant 不合规
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Please fill in under results 请根据结果填写			
2 = Good 2 = 良好	1 = Improvements Needed 1 = 需要改进	0 = Critical 0 = 不合规	NA = Not Applicable NA = 不适用
No deviation from requirements or only minor deviations and full protection of employees is given 符合要求或者仅有次要的要求不符合, 员工受到全面的保护	Deviations in the minority of requirements and no crucial points 极少数要求不符合, 不存在危急情况	Deviations in the majority of requirements or/and in crucial points (double framed) 多数要求不符合或/和处于危急关头 (双重框架)	Requirements do not match to the company structure 要求不符合公司结构

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Remarks 备注

-Audit Scope Description

Through onsite observation no dormitory and kitchen provided for workers.

B.1 Management Practice

ISO 9001 certified by CQC and valid from 23 June 2010 to 22 June 2013;As claimed by the factory representative, there was no COC audit conducted. Mr. Cheng Yupao, General manager was responsible that the BSCI social requirements are met. During interview, it was found that executives, management and staff aware of the legal rights and duties under labour legislation. Anti-corruption and anti-bribery policy was included in Work Rules. Basic cost accounting method and capacity planning method were used. Management Rules on Supplier and Subcontractor was reviewed. As claimed by the factory representative, there was no subcontract used.

B.2 Documentation

Necessary official approvals and license were available. Personnel file with ID card copies was kept. Electronic data processing system was used to record the attendance. Pay slip was issued to workers. Social insurance was purchased for employees and payment receipts from August 2011 to July 2012 were reviewed. Payrolls from July 2011 to June 2012 (The last 12 months records should be reviewed and confirm the actual period) were reviewed. As per factory representatives and confirmed through worker interviews, there was no pregnant case collected in past one year. Work rules were available and make available for workers. Health and safety training was documented. Security Policy was posted in the security guard room.

B.3 Working Time

Normal working hour is 8 hours (07:30-11:30, 13:30-17:30) per day and 5 days per week. Time records from July 2011 to June 2012 were reviewed randomly. Electronic data processing system was accessed. Based on the provided attendance records, never overtime on working day in the period. Max 14 hours overtime per week and 1 day off after 6 consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily. Comprehensive Working Hours System was approved by Wenzhou HR Bureau on 26 April 2011 for period of 01 May 2011 to 30 April 2012; on 18 April 2012 for period of 1 May 2012 to 30 April 2013.

B.4 Compensation

Legal minimum wage was RMB1, 310/month (RMB 7.53/hour) since April 2011. Payrolls from July 2011 to June 2012 were reviewed randomly. As shown in the payroll and verified through worker interviews, wage was calculated at hourly rate of RMB8.04 which meet the local legal minimum wage. Overtime work was compensated legally. The factory had paid the social insurance fee included employees' personal part. In Employee Handbook, paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined. Social Insurance receipts were reviewed. A document was endorsed by Wenzhou City HR, Labour & Social Insurance Bureau on August 10, 2012 to prove the purchasing had complied with local requirement. Wages were paid by cash within 30 days after the end of the calculation period. It was verified through worker interviews.

B.5 Child Labor / Young Employees

There was no child labour or young labor identified during document review, plant tour and worker interviews. The youngest worker was born on 03 February 1993 and joined the factory on 04 June 2012.

B.6 Forced Labour / Prisoner Labour / Disciplinary Measures

It was verified through worker interviews that there was no prison labour or forced labour. During plant tour, it was observed that workers were working without pressure. Disciplinary measures were all reasonable: Verbal warning, warning letter and termination.

B.7 Freedom of Association and Collective Bargaining

Right of association or collective bargaining was not restricted. There was no trade union existed and no employee representatives existed. Workers could raise the suggestion through supervisors, HR Department or suggestion box. It was verified through worker interviews.

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B.8 Discrimination

Workers came from different provinces of China. During worker interviews, it was found that there was no unequal, abuse, unusual disciplinary practices, and there were no preference on the religion, origin, political affiliation or age.

B.9 Working Conditions

Buildings were maintained in good situation. Working environment was clean, overall conditions of the workshop were found in acceptable. Adequate ventilation equipment and lightings were equipped.

B.10 Health and Social Facilities

Medication Agreement was signed with Wenzhou City Quxi Town Hospital on 02 March 2012 for emergency medication medical response. Sufficient clean toilets were provided. **2 workers(Mr.Deng li and Mr.Lu keping) were trained by Wenzhou City Quxi Town Hospital on 20 March 2012.** First aid kits were provided in each workshop.

B.11 Occupational Health and Safety

During plant tour, it was found that proper warnings of proper personal protective equipment were available at the operating area. Training records on personal protective equipment usage and periodical training on health and safety were conducted once three months and last one was on 19 May 2012. New/ expectant Mother Risk Assessment Procedure and New/ Expectant Mothers Risk Assessment Form were reviewed. Electricity was inspected randomly and full inspection conducted every month. Construction Fire Prevention Check & Acceptance Certificate was issued on 09 July 2007 by Wenzhou Fire Brigade. Fire early warning system was installed and inspected monthly. Sufficient fire extinguishers and fire hydrants were installed. The latest evacuation drill was conducted on 10 March 2012. Plans, reports, attendance records and photos were reviewed. Fire extinguisher usage was trained to appointed workers on the same days. Evacuation routes were not blocked and evacuation plans were posted at each floor. Emergency lights and exit marks were installed properly and inspected monthly. Operation procedure was posted in the workshop. No boiler used in the factory.

B.12 Dormitories

As claimed by the factory representative and verified during the plant tour, there was no dormitory provided for employees.

B.13 Environment

Chemical waste disposal agreement was signed with collected by WenZhou RenLi Environment energy technology Co.,Ltd.

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Audit Corrective Action Plan (CAP) Part B BSCI Mandatory Social Requirements
审核纠正措施计划 (CAP) B 部分 BSCI 强制性的社会责任要求

	Findings and Necessary Improvements 审核发现以及必要的改进	Implementation Date 实施日期
Management Practice 管理手法	No non-conformance found 未发现不符项	N/A 不适用
Documentation 文件证据	<p>➤ In accordance with BSCI social requirements (B.2.18), the company should keep records of accidents and injuries. No written records on accidents and injuries.</p> <p>公司应保留意外和受伤记录.未提供书面的意外和受伤记录</p> <p>The written records on accidents and injuries should be maintained.</p> <p>公司应保留意外和受伤记录.</p>	13 September 2012 2012 年 09 月 13 号
Working Time 工时	No non-conformance found 未发现不符项	N/A 不适用
Compensation 报酬	<p>➤ In accordance with BSCI social requirements (B.4.12), The company should provide all statutory benefits like as High temperature allowance.</p> <p>根据 BSCI 的要求 (B.4.12) 公司应该支付所有员工的法定津贴例如:夏季高温补贴费用.</p>	13 September 2012 2012 年 09 月 13 号
Child Labour / Young Employees 童工/未成年员工	No non-conformance found 未发现不符项	N/A 不适用
Forced Labour / Prisoner Labour / Disciplinary Measures 强迫劳工/囚犯劳工/惩戒措施	No non-conformance found 未发现不符项	N/A 不适用
Freedom of Association and Collective Bargaining 结社自由和集体谈判	No non-conformance found 未发现不符项	N/A 不适用
Discrimination 歧视	No non-conformance found 未发现不符项	N/A 不适用
Working Conditions 工作条件	No non-conformance found 未发现不符项	N/A 不适用
Health and Social Facilities	<p>➤ In accordance with BSCI social requirements (B.10.3), the employees have access to an appropriate, clean area for eating/cooking.</p>	13 September 2012

Please fill in under results 请根据结果填写		
2 = Good 2 = 良好	1 = Improvements Needed 1 = 需要改进	NA = Not Applicable NA = 不适用
No deviation from requirements or only minor deviations and full protection of employees is given 符合要求或者仅有次要的要求不符合, 员工受到全面的保护	Deviations in the minority of requirements and no crucial points 极少数要求不符合, 不存在危急情况	Requirements do not match to the company structure 要求不符合公司结构

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卫生及社会福利设施	按照 BSCI 的要求 (B.10.3), 应为雇员提供一个适当又清洁的地方吃东西/煮食.			2012 年 09 月 13 号
Occupational Health and Safety 职业健康与安全	<p>➤ In accordance with BSCI social requirements (B11.3a) and he Safety Manufacturing Law article 37, employees shall wear protective equipment if necessary (e.g. gloves, nose and mouth protection). It was noted no respiratory mask was provided for spraying paint workers. 按照 BSCI 的要求 (B.11.3a) 和《中华人民共和国安全生产法》第 37 条, 雇员在需要时应穿上保护装备(例如手套、鼻和口的保护装备)。 审核发现丝印的员工未佩戴吸附性口罩。</p> <p>The respiratory mask should be provided for spraying silk printing workers. 丝印的员工未佩戴吸附性口罩.</p> <p>➤ In accordance with BSCI social requirements (B11.3b) and Article 14 of the Regulation for Chemical Usage Safety in Work Place, all chemical substances should be labelled. Some chemicals found in Gluing area were not labelled. 按照 BSCI 的要求 (B.11.3b) 和《工作场所安全使用化学品规定》第 14 条), 所有化学品都应标识. 审核中发现喷胶区域部分化学品未标识。</p> <p>All chemical substances should be labelled. 所有化学品都应清楚标识其名称及危险性.</p> <p>➤ In accordance with BSCI social requirements (B11.3c) and Code of Design on Building Fire Protection and Prevention, Article 3.6.11, all chemical substances should be safely stored. The water pressure for eye wash machine was not met the min requirement and one eye wash machine without water in gluing workspace. 按照 BSCI 的要求 (B.11.3 c) 和建筑设计防火规范 GB50016-2006 第 3.6.11 条, 所有化学品都应安全地存放. 审核中发现喷胶车间的洗眼器水压不足或者没有水。</p> <p>The eye wash machine should work normally in gluing workspace 。喷胶车间的洗眼器应该功能正常。</p> <p>➤ In accordance with BSCI social requirements (B.11.4 f) and Article 6.4.1 of Code of Design of Manufacturing Equipment Safety and Hygiene, there shall be no danger that electrical installation will energize surrounding installation (e.g. fragile electrical cords close to metal). It was noted that there were no explosive proof measures for the lightings installed in the cotton yarn warehouse. 按照 BSCI 的要求 (B.11.4f) 及《生产设备安全卫生设计总则》第 6.4.1 条, 电力装置会否对四周的装置构成危险(例如容易破损的电线与金属物距离很近), 审核发现原材料仓库的灯不是防爆型的。</p> <p>Electrical devices including lights in the cotton yarn warehouse should be explosive-proofed 原材料仓库的电气开关, 灯和排气扇等应是防爆型的</p> <p>➤ In accordance with BSCI social requirements (B.11.8 a) and General rules of design on health and safety of production facility (GB5083-1999), Article 6.1.2, the safeguards, belt encasements, grills for fans etc. should be correctly installed to protect employees from injuries. No qualified safeguards installed for UV machine and sewing machine. 按照 BSCI 的要求 (B.11.8 a) 及生产设备安全卫生设计总则 (GB5083-1999) 6.1.2 保护措施、皮带套的护栅等应正确地安装, 以免雇员受伤. 在车间使用的几台杀菌箱和缝纫机未有符合要求的防护罩。</p> <p>Qualified safeguards should be installed for UV machine And sewing machine.</p>			13 September 2012 2012 年 09 月 13 号 13 September 2012 2012 年 09 月 13 号 13 September 2012 2012 年 09 月 13 号 13 September 2012 2012 年 09 月 13 号 13 September 2012 2012 年 09 月 13 号

Please fill in under results 请根据结果填写		
2 = Good 2 = 良好	1 = Improvements Needed 1 = 需要改进	NA = Not Applicable NA = 不适用
No deviation from requirements or only minor deviations and full protection of employees is given 符合要求或者仅有次要的要求不符合, 员工受到全面的保护	Deviations in the minority of requirements and no crucial points 极少数要求不符合, 不存在危急情况	Requirements do not match to the company structure 要求不符合公司结构

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	杀菌箱和缝纫机应有防护罩			
Dormitories 宿舍	N/A 不适用			N/A 不适用
Environment 环境	No non-conformance found 未发现不符项			N/A 不适用

13 August 2012/Robin Zuo
Date / signature / stamp Auditor
日期/签署/印章 审核员

Signature / stamp Company
签署/印章 公司

Please fill in under results 请根据结果填写		
2 = Good 2 = 良好	1 = Improvements Needed 1 = 需要改进	NA = Not Applicable NA = 不适用
No deviation from requirements or only minor deviations and full protection of employees is given 符合要求或者仅有些次要的要求不符合, 员工受到全面的保护	Deviations in the minority of requirements and no crucial points 极少数要求不符合, 不存在危急情况	Requirements do not match to the company structure 要求不符合公司结构

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C. Audit Assessment Results: Part C Best Practice for Industry- Voluntary implementation but auditing is mandatory
C. 审核评估结果：C 部分 行业最佳实践-自愿实施，但审核是强制性的

		Results 结果		
		2	1	不适用
C.1	Policy 方针	<input type="checkbox"/>	<input type="checkbox"/>	
C.2	Planning and Implementation 计划和实施	<input type="checkbox"/>	<input type="checkbox"/>	
C.3	Management Review 管理评审	<input type="checkbox"/>	<input type="checkbox"/>	
C.4	Control of Subcontractors / Suppliers / Sub-suppliers 分包商/供应商/下级供应商的管制	<input type="checkbox"/>	<input type="checkbox"/>	
C.5	Control of Homeworkers 家庭工的管制	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.6	Compensation 报酬	<input type="checkbox"/>	<input type="checkbox"/>	
C.7	Child Labour 童工	<input type="checkbox"/>	<input type="checkbox"/>	
C.8	Evasion 逃避责任	<input type="checkbox"/>	<input type="checkbox"/>	
C.9	Outside Communication 对外沟通	<input type="checkbox"/>	<input type="checkbox"/>	

Ripe for SA8000 Certification with regard to audit results B. and C.:
 根据审核结果 B 和 C 进行 SA8000 认证的时机是否成熟

YES 是 NO 否

Training and assistance necessary but SA8000 certifiable
 尽管达到 SA8000 认证标准，是否有必要接受培训和协助

YES 是 NO 否

Please fill in under results 请根据结果填写		
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No deviation from requirements or only minor deviations and full protection of employees is given 符合要求或者仅有次要的要求不符合，员工受到全面的保护	Deviations in the minority of requirements and no crucial points 极少数要求不符合，不存在危急情况	Requirements do not match to the company structure 要求不符合公司结构

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Remarks 备注

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Audit Corrective Action Plan (CAP) Part C Best Practice for Industry
审核纠正措施计划 (CAP) C 部分 BSCI 社会责任要求

	Findings and Necessary Improvements 审核发现以及必要的改进	Agreed 是否同意		Implementation Date 实施日期
		Yes 是	No 否	
Policy 方针	Not to be audited 无审核	<input type="checkbox"/>	<input type="checkbox"/>	N/A 不适用
Planning and Implementation 计划和实施	Not to be audited 无审核	<input type="checkbox"/>	<input type="checkbox"/>	N/A 不适用
Management Review 管理评审	Not to be audited 无审核	<input type="checkbox"/>	<input type="checkbox"/>	N/A 不适用
Control of Suppliers / Subsuppliers 供应商 / 下级供应商的管制	Not to be audited 无审核	<input type="checkbox"/>	<input type="checkbox"/>	N/A 不适用
Control of Homeworkers 家庭工的管制	Not to be audited 无审核	<input type="checkbox"/>	<input type="checkbox"/>	N/A 不适用
Compensation 报酬	Not to be audited 无审核	<input type="checkbox"/>	<input type="checkbox"/>	N/A 不适用
Child Labour 童工	Not to be audited 无审核	<input type="checkbox"/>	<input type="checkbox"/>	N/A 不适用
Evasion 逃避责任	Not to be audited 无审核	<input type="checkbox"/>	<input type="checkbox"/>	N/A 不适用
Outside Communication 对外沟通	Not to be audited 无审核	<input type="checkbox"/>	<input type="checkbox"/>	N/A 不适用

13 August 2012 / Robin Zuo

Date / signature / stamp Auditor

日期/签署/印章 审核员

Signature / stamp Company

签署/印章 公司

BSCI Audit Report 社会责任 审核报告	工厂名称	审核日期	DBID 号码	
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List of Audit Attachments
审核附件清单

	Obligatory Attachments- to be included as part of this PDF report 所需附件 作为该 PDF 报告的一部分而被包括进去	Attached? 已附?
1.	Employees Interview Sheet 员工访谈记录单	Yes
2.	Photos: outside factory compound, production floor, canteen, dormitories, display of the code of conduct, nursery, etc. 照片: 厂院外、生产楼层、食堂、宿舍、行为守则的展示架、苗圃等等	Yes
3.	Child Labour Record Sheet 童工记录单	NA

	Required copies to be available as part of the audit pack, if no legal prohibition for collecting the record, according to local law. 要求提供复印件作为审核资料的一部分, 如果法律允许收集记录, 请依照当地法律。	Available with the audit files? 已随审核文件提供?
5.	Collective Bargaining Agreement 劳资协议	NA
6.	Personnel File sample 个人文件样本	Yes
7.	Time Record sample 时间记录样本	Yes
8.	Payslip sample 工资条样本	Yes
9.	Payment to Social Insurance Fund 社会保险金支付	Yes
10.	Wage List sample 工资表样本	Yes
11.	Maternity Leave sample 产假样本	NA
12.	Work Rules 工作规则	Yes
13.	Documentation on Health and Safety Training 有关健康与安全培训的文件证据	Yes
14.	Documentation on Social Issues made by officials or other social audit 由官员或其他社会责任审核员造成的社会责任问题的文件证据	NA
15.	Agreement with a union or other worker representative 与工会或其他工人代表签订的协议	NA
16.	Authorization for exemptions from statutory regulations 法定豁免的批准	Yes