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Auditee :	<b>ZHUCHENG ZHONGSHUN INDUSTRIAL AND TRADING CO., LTD</b>
Audit Date From :	<b>12/12/2022</b>
Audit Date To :	<b>12/12/2022</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>SGS</b>
Auditor's Name(s) :	<b>Fred Xu(Lead)</b>
Auditing Branch (if applicable) :	<b>SGS CHINA</b>

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This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
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This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

## Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"><li>• Minimum 7 Performance Areas rated A</li><li>• No Performance Areas rated C, D or E</li></ul> 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>B</b> <b>Good</b>	<ul style="list-style-type: none"><li>• Maximum 3 Performance Areas rated C</li><li>• No Performance Areas rated D or E</li></ul> 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																													
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"><li>• Maximum 2 Performance Areas rated D</li><li>• No Performance Areas rated E</li></ul> 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																													
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"><li>• Maximum 6 Performance Areas rated E</li></ul> 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																													
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"><li>• Minimum 7 Performance Areas rated E</li></ul> 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																													
<b>Zero Tolerance</b>	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.																																							

**Main Auditee Information**



Name of producer :	ZHUCHENG ZHONGSHUN INDUSTRIAL AND TRADING CO., LTD		
DBID number :	407864		
Audit ID :	205793		
Address :	Houlianchi Village, Xiangzhou Town, Zhucheng City, Weifang		
Province :	Shandong	Country :	China
Management Representative :	Haiyong Wang		
Contact person:	Hailong Wang	Sector :	Non-Food
Industry Type :	Forestry, wood, pulp and paper	Product group :	Forestry derivatives
Product Type :	Base paper, tray paper, toilet roll paper		

## 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 :	B	
Need of follow-up :	No	If YES, by :

## 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	A	A	A	B	C	B	A	A	A	A	A	B

## Executive summary of audit report

ZHUCHENG ZHONGSHUN INDUSTRIAL AND TRADING CO., LTD was located at Houlianchi Village, Xiangzhou Town, Zhucheng City, Weifang City, Shandong Province, China. The main products manufactured by the auditee was base paper, tray paper, toilet roll paper. There were 15 employees in the factory during the audit. Part of one 1-storey building was used as production workshop and warehouse. The production process was raw-materials, rewinding, inspection, Packing.

Remark: 1. The address in business license of the factory was caojiabo village, Xiangzhou Town, Zhucheng City, Weifang City, Shandong Province (in the courtyard of Liufang Paper Group). The actual address of the new factory was houlianchi village, Xiangzhou Town, Zhucheng City, Weifang City, Shandong Province. According to the onsite observation, document review and management confirmation, the factory only used the new factory at present. The old factory was leased to other factories or individuals for workshop and warehouse, and the leased contracts were provided. The products produced in the old factory were different from those in the audited factory. Confirmed by amfori BSCI member, this audit only included the new factory.  
2. The factory used one 1-story building, in which part of the north area was leased to another factory, the leased contract and business license was provided for review. The north area was not included in this audit.

Auditor arrived the factory about 8:50 am on Dec 12, 2022. Opening meeting was held at 9:10 am. Mr. Wang hailong(General manager) and one worker representative named Zhao kaiming were presented at the meeting. The management showed a positive and cooperative attitude during the audit.

The factory agreed SGS auditor conducted confidential interviews with workers who were chosen freely without any influence by the factory. Interviews with all the 5 employees were conducted in an independent room. The interviewees showed a cooperative attitude and most workers were satisfied with working condition and benefits in the factory.

All the attendees who attended the opening meeting were presented at the closing meeting which was held about 17:00 pm on Dec 12, 2022. Wang hailong(General manager) and Zhao kaiming(worker representative) signed the on-site CAP.  
This audit was conducted by LA: Fred Xu (RA 21701803)



## Ratings Summary



Auditee's background information			
Auditee's name :	<b>ZHUCHENG ZHONGSHUN INDUSTRIAL AND TRADING CO., LTD</b>	Legal status :	<b>Limited Company</b>
Local Name :	诸城市中顺工贸有限公司 (91370782779747377Q)	Year in which the auditee was founded :	<b>2005</b>
Address :	<b>Houlianchi Village, Xiangzhou Town, Zhucheng City,</b>	Contact person (please select) :	<b>Hailong Wang</b>
Province :	<b>Shandong</b>	Contact's Email :	<b>wang@hbpaper.com</b>
City :	<b>Weifang</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>NA</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>NA</b>
GPS coordinates :	<b>N36°11'6", E119°24'21"</b>	Total turnover (in Euros) :	<b>8000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Forestry, wood, pulp and paper</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>6000 ton per year</b>
Product Group :	<b>Forestry derivatives</b>	Production cost calculation :	<b>No</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Base paper, tray paper, toilet roll paper</b>		

Auditee's employment structure at the time of the audit		
Total number of workers :	<b>85</b>	Total number of workers in the production unit to be monitored (if applicable) :
		<b>0</b>
	MALE WORKERS	FEMALE WORKERS
Permanent workers	<b>35</b>	<b>50</b>
Temporary workers	<b>0</b>	<b>0</b>
In management positions	<b>5</b>	<b>12</b>
Apprentices	<b>0</b>	<b>0</b>
On probation	<b>0</b>	<b>0</b>
With disabilities	<b>0</b>	<b>0</b>
Migrants (national citizens)	<b>0</b>	<b>0</b>
Migrants (foreign citizens)	<b>0</b>	<b>0</b>
Workers on the permanent payroll	<b>35</b>	<b>50</b>
Production based workers	<b>0</b>	<b>0</b>
With shifts at night	<b>0</b>	<b>0</b>
Unionised	<b>0</b>	<b>0</b>
Pregnant	<b>-</b>	<b>0</b>
On maternity leave	<b>-</b>	<b>0</b>

## Finding Report



### Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 205793] Audit Date: 12/12/2022 PA Score: C

Deadline date:12/03/2023

#### GOOD PRACTICES:

Nil

#### AREAS OF IMPROVEMENT:

Consolidated finding: The factory set up completed policy and procedure on social accountability. Factory manager who named Wang haiyong was appointed as amfori BSCI representative and took whole charge of amfori BSCI affairs in the factory. The factory defined and implemented its training plan of social responsibility. The factory also established policy with respect to the selection, management and monitoring of its own significant business partners in terms of social responsibility. However, gaps had been identified in implementation:

综合概况: 工厂建立了完整的社会责任政策和程序, 指定了厂长王海永为amfori BSCI负责人, 统筹整个工厂的amfori BSCI事务。制定并执行了社会责任的培训计划。工厂还创建了供应商的筛选程序, 在社会责任方面识别和监控了主要商业伙伴。但执行方面和amfori BSCI存在差距:

- 1.1 -** The main auditee partially respects this principle because though the auditee set up the management system to implement the amfori BSCI Code of Conduct, but parts management procedures were not implemented effectively, which led to some NC issues happened in PA2, PA5, PA6, PA7, PA12.

被审核方 (生产商) 部分遵循该准则。原因是虽然工厂建立了管理体系来执行amfori BSCI守则, 但被审核方的部分管理程序没有有效执行, 导致在PA2, PA5, PA6, PA7, PA12出现问题。

#### Remarks from Auditee:

### Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 205793] Audit Date: 12/12/2022 PA Score: A

Deadline date:12/03/2023

#### GOOD PRACTICES:

None

#### AREAS OF IMPROVEMENT:

Consolidated finding: The employee manual was defined, trainings about labour protection, amfori BSCI COC, health and safety were arranged to employees per training plan by the factory. Currently 1 worker representative was available, suggestion box was placed in the factory. However, gaps were identified in the implementation:

综合概况: 工厂制定了员工手册, 按培训计划给员工们安排了劳动保护, amfori BSCI行为守则, 健康安全的培训, 当前工厂有1个员工代表, 设立了意见箱。但在执行的过程中还存在以下差距:

- 2.2 -** The main auditee partially respects this principle because the main auditee had set up the long term goals according to the amfori BSCI Code of Conduct. But the long term goals did not include a step-by-step approach towards the sustainable improvement.

被审核方 (生产商) 部分遵循该准则。原因是被审核方基于amfori BSCI的行为准则建立长期目标, 但是该长期目标没有包含可持续改进的方法。

#### Remarks from Auditee:

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

Full Audit [Audit Id - 205793] Audit Date: 12/12/2022 PA Score: A

Deadline date:

#### GOOD PRACTICES:

Nil

#### AREAS OF IMPROVEMENT:

Consolidated finding: The factory elected 1 worker representative in 2021 and worker representative met the management every month. No collective bargain agreement was concluded between the factory and workers, but the factory did not prevent workers from bargaining for the agreement. Based on the interview statement of worker representative, worker representative was not discriminated by the factory and can access to workers freely.

综合概况: 工厂2021年选举了1名工人代表。工人代表每个月和管理层见面。审核过程中, 工厂和员工无集体谈判协议, 但工厂也未阻止员工有意愿的时候和工厂谈判。根据员工代表的访谈, 在该工厂, 员工代表不会被歧视, 可以随时和员工沟通。

#### Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 205793] Audit Date: 12/12/2022 PA Score: A	Deadline date:
<b><u>GOOD PRACTICES:</u></b> None	
<b><u>AREAS OF IMPROVEMENT:</u></b> <p>Consolidated finding: Through document review, interview and site observation, any discrimination on gender, age, nation, height, marriage status, etc. factors were fully forbidden by the factory during recruitment, salary raise, job arrangement, etc. affairs. And a grievance mechanism was placed to worker to report any kind of discrimination in the factory.</p> <p>综合概况: 据文件查阅, 访谈及现场观察, 工厂在招聘, 加薪, 岗位安排等事务上完全禁止任何基于性别, 年龄, 民族, 身高, 婚姻状况等因素的歧视。工厂还设置了申诉机制给员工汇报任何形式的歧视情况。</p>	
<b><u>Remarks from Auditee:</u></b>	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 205793] Audit Date: 12/12/2022 PA Score: B	Deadline date:12/03/2023
<b><u>GOOD PRACTICES:</u></b> Nil	
<b><u>AREAS OF IMPROVEMENT:</u></b> <p>Consolidated finding: The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from Nov, 2021 to Oct, 2022 provided by the factory, the minimum wage paid by the factory was RMB 2500 per month, which was more than legal requirement. The wages were paid by cash before 25th of every month. Satisfactory evidence showed that the factory provided skill training to workers and workers' position allowance will be increased accordingly when workers received more training. All these processes and evidences were cross checked by document review, worker interview and management interview. However, gaps had been identified in implementation:</p> <p>综合概况: 工厂制定了工资支付政策和福利政策, 福利政策包括给员工提供法定节假日, 病假, 婚假, 产假等假期。根据工厂提供的2021年11月至2022年10月的工资记录显示, 工厂给员工支付最低2500元每月的工资。工资以现金形式于每月25号之前发放。同时, 工厂给员工提供了相应的技能培训, 若员工的技能提升, 岗位津贴将相应提高。以上过程均用文件, 访谈等方式进行核实过。但也发现工厂在如下方面和amfori BSCI要求有差距:</p> <p><b>5.5 -</b> The main auditee does not respect this principle, because: The factory did not provide legal social insurance for some workers: Based on the social insurance in Sep, 2022, Oct, 2022 and Nov, 2022, only 65 out of all 85 employees were provided medical, retirement, unemployment, child-bearing and injury insurance. No Commercial accident insurance was provided for other workers. Besides, there were 4 workers had reached retirement age. Based on workers interview, workers voluntarily did not participate in social insurance.</p> <p>被审核方(生产商)未遵循该准则。原因是工厂没有为部分员工提供五项社会保险: 根据2022年9月、2022年10月、11月的社保记录, 工厂只为85名员工中的65人提供了医疗保险、养老保险、失业保险、生育保险、工伤保险。未向其他员工提供商业意外险。另外有4名员工达到退休年龄。未参加社保的员工均为自愿。</p>	
<b><u>Remarks from Auditee:</u></b>	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 205793] Audit Date: 12/12/2022 PA Score: C	Deadline date:12/03/2023
<b><u>GOOD PRACTICES:</u></b> None	
<b><u>AREAS OF IMPROVEMENT:</u></b> <p>Consolidated finding: The factory made a policy of working hour system and controlled working hours. According to the policy and implementation records, workers worked 8 hours (8:00AM~12:00PM, 13:00PM~17:00PM) per day, 5 days per week and the workers usually had 2 OT hours on weekdays. The factory arranged workers working on Saturday sometimes and workers had right to choose working overtime or not. The factory ensured workers had every Sunday off per week. Furthermore, workers had at least 8 hours rest on every day. Workers can take a rest during the work time when they felt tired. The MAX weekly working hours were 52 hours, the MAX month working OT hours were 56 hours. The finger print attendance system was used to record the workers attendance records. All this processes and implementation can be verified by interview and document review.</p> <p>综合概况: 工厂制定了工时政策, 依照政策以及工厂实际的执行情况, 员工每天上班8小时(早上8点至中午12点, 下午13点至17:00上班), 每周5天, 每天经常有2小时的加班时间。周六工厂会依据生产订单进行加班, 员工可自愿选择是否加班。工厂保证了员工每周日休息。工厂保证了员工每天至少有8小时的休息时间并且员工在工间如果觉得疲惫, 可自由选择休息几分钟。最大周工时为52小时, 最大月加班为56小时。工厂使用指纹考勤机记录员工考勤。以上均已从员工访谈以及文件信息等方面进行核实。</p>	
<b><u>Remarks from Auditee:</u></b>	

## Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 205793] Audit Date: 12/12/2022 PA Score: B

Deadline date: 12/03/2023

### GOOD PRACTICES:

Nil

### AREAS OF IMPROVEMENT:

Consolidated finding: The committee of health and safety was set up by the factory and factory manager who named wang haiyong was responsible for the affairs of health and safety. Besides, the factory assessed the risk of workshop accordingly including fire safety, chemical safety and mechanical safety. For fire safety, the auditee provided fire extinguishers for every workshop, and installed safety exit sign, emergency lights, fire hydrant and fire alarm for every workshop. Based on onsite test, fire hydrant, fire alarm and emergency lights were OK. For mechanism safety, all processes of operation were set up, workers were well trained to operate it correctly. Of course, the PPEs were provided by the factory accordingly. The factory also set up emergency procedure and trained 1 first aider for providing the service of first aid. The first aid box was also available in every workshop. Clean potable water was also provided. No canteen, shuttle bus or dormitory was provided. However, gaps had been identified in implementation as follows.

综合概况: 工厂创建了员工的健康安全委员会, 由厂长王海永负责整体的健康与安全, 而且工厂按照车间情况对工厂内部进行了健康安全风险评估, 包含消防安全, 化学品安全和机械安全等。在消防安全方面, 工厂在每个车间提供灭火器, 并在各车间安装安全出口标识、应急灯、消火栓、火灾报警等。审核时经过测试, 应急灯, 消防栓和消防警铃都是有效的。在机械安全方面, 工厂针对有机械安全风险的岗位都制定了相应的操作规程, 并且给员工提供了培训以防范这方面的风险。工厂也提供了相应的个人劳保用品给员工。在急救政策方面, 工厂制定了急救政策, 工厂给每个车间配备了药箱, 而且工厂内有1名急救员。同时, 工厂也提供了饮用水给员工。工厂未向员工提供餐厅和宿舍、班车。不过, 工厂在以下方面和 amfori BSCI 要求尚有差距。

- 7.1 - The main auditee partially respects this principle because the main auditee generally followed occupational health and safety regulations related with its activities. But gaps have been identified in implementation.  
被审核方 (生产商) 部分遵循该准则。原因是被审核方总体遵守与其活动相关的职业健康安全法规,但在实施过程中还存在差距。
- 7.2 - The main auditee does not respect this principle, because only 65 out of all 85 employees were provided injury insurance.  
被审核方 (生产商) 未遵循该准则。原因是工厂只为85名员工中的65人提供了工伤保险。
- 7.3 - The main auditee does not respect this principle because the factory did not provide occupational disease physical examination for employees who exposed to noise during the pre job, post leaving and on-the-job period.  
被审核方 (生产商) 未遵循该准则。原因是工厂没有为接触噪音的员工提供在岗期间、岗前和离岗职业病体检。
- 7.17 - The main auditee partially respects this principle because 1 machine missed belt guard.  
被审核方 (生产商) 部分遵循该准则, 原因是设备一处皮带未安装皮带防护。
- 7.25 - The main auditee does not respect this principle because the factory didn't conduct noise test for workshop.  
被审核方 (生产商) 未遵循该准则。原因是工厂未进行噪音检测。

### Remarks from Auditee:

## Performance Area 8 : No Child Labour

Full Audit [Audit Id - 205793] Audit Date: 12/12/2022 PA Score: A

Deadline date:

### GOOD PRACTICES:

None

### AREAS OF IMPROVEMENT:

Consolidated finding: Through site observation, document review and interview, the factory defined no child labour policy, policy regulated that no labour below 16 years old would be not employed by the factory; A child labor remediation procedure was also established to handle child labor issue accidently. Currently no child labour was observed in the factory.

综合概况: 据现场观察, 文件查阅和访谈, 工厂制定了无童工政策, 政策规定工厂不得雇佣低于16周岁的劳工; 还建立了童工补救措施去处理意外的童工事件。当前工厂未发现童工。

### Remarks from Auditee:

## Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 205793] Audit Date: 12/12/2022 PA Score: A

Deadline date:

### GOOD PRACTICES:

None

### AREAS OF IMPROVEMENT:

Consolidated finding: Through site observation, document review and interview, the factory established management procedures about young worker protection, identified major risk of health and safety relevant young worker, arranged related training to employees regularly. Currently no young worker was observed in the factory.

综合概况: 据现场观察, 文件查阅和访谈, 工厂建立了保护未成年工的管理程序, 识别了未成年工健康安全的主要风险, 定期给员工们安排相关培训。目前工厂未发现未成年工。

### Remarks from Auditee:

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 205793] Audit Date: 12/12/2022 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The factory had established a recruitment policy. Labor contracts were all concluded between the factory and workers. The contracts statement included the description of working hours, training, rest time and leave etc. which were in accordance with legal requirement and ILO. Meanwhile, the factory provided a copy of contract to every worker. Based on interview statement of workers, workers understood well of the content of labor contract.</p> <p>综合概况: 工厂建立了招聘政策。和每个员工均签订了劳动合同, 劳动合同的内容包括工时, 培训, 休息时间和假期, 报酬和支付条件, 这些内容均符合法规以及国际标准。同时工厂提供了一份劳动合同副本给员工。通过员工访谈, 员工均了解劳动合同内容。</p>	
<b>Remarks from Auditee:</b>	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 205793] Audit Date: 12/12/2022 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The factory established the policy on anti-forced labor. And according to onsite observation and interview statement of workers, there was no evidence showed in the factory, no bonded labor case was observed in the factory. And they could resign according to legal requirement and they could leave the factory freely without being searched. No inhumane or degrading treatment was found during the audit and according to interview with workers. The discipline policy was also in line with legal requirement.</p> <p>综合概况: 工厂制定了反强迫劳动的政策。依据现场观察和员工访谈, 工厂内无强迫劳动的现象, 未发现抵押劳工事宜。员工可以依照法规要求提出辞工而不会被克扣工资, 并且可以自由离开工厂。员工也未遇到任何被侮辱或非人道的待遇。工厂的惩戒政策也是符合法律法规要求。</p>	
<b>Remarks from Auditee:</b>	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 205793] Audit Date: 12/12/2022 PA Score: A	Deadline date:12/03/2023
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The factory established environment protection policy. Based on onsite observation, no substantial pollution in the factory. The factory also made the policy on saving water. However, gaps had been identified in implementation:</p> <p>综合概况: 工厂建立了环境保护政策。根据现场观察, 工厂无重大污染。工厂制定了节约用水政策。不过, 工厂在以下方面和amfori BSCI要求尚有差距:</p> <p><b>12.5 -</b> The main auditee partially respects this principle. Because the factory established procedure to save water and reduce waste water discharge. However, there was no identification of nearby water sources, and there was no record of water conservation.</p> <p>被审核方(生产商)部分遵循该准则。原因是工厂建立了节约用水和减少废水排放的程序, 但没有识别附近的水源, 也没有保留节约用水的记录。</p>	
<b>Remarks from Auditee:</b>	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 205793] Audit Date: 12/12/2022 PA Score: B	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> <p>Consolidated finding: The policy on anti-corruption was made by the factory and workers were well trained, the risk assessment was conducted. During the audit, required documents and information was provided for review, no inconsistency information was observed during this audit. And no negative phenomenon of leakage was found. However, gaps had been identified in implementation:</p> <p>综合概况: 工厂创建了反腐败的政策, 给员工进行了培训和风险评估。审核过程中, 所要求的文件和信息都提供查阅了, 此次稽核没有发现不一致的信息。审核时也未发现有任何泄密的负面现象。不过, 工厂在以下方面和amfori BSCI要求尚有差距:</p> <p><b>13.2 -</b> The main auditee does not respect this principle because the business license address was not updated after the factory address was changed. The address in business license was Caojiabo Village, Xiangzhou Town, Zhucheng City, Weifang City, Shandong Province.</p> <p>被审核方(生产商)未遵循该准则。原因是工厂地址变更后未更新营业执照地址。工厂营业执照地址是: 山东省潍坊市诸城市相州镇曹家泊村(流芳纸业集团内), 实际地址是山东省潍坊市诸城市相州镇后莲池村。</p>	
<b>Remarks from Auditee:</b>	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	12/12/2022	205793	C	A	A	A	B	C	B	A	A	A	A	A	B	B