



BSCI Audit Summary Report

NAME OF THE PRODUCER : NINGBO MAKE HEAT ELECTRICAL APPLIANCE CO., LTD

DBID : 350064

DATE OF THE AUDIT : 23/06/2015

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any , means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the FTA's consent.

This is an extract of the BSCI Audit Report, which is available in the BSCI Platform.

© Foreign Trade Association (FTA), 2013 - The English version is the legally binding One.

Producer Information

| | | | |
|-----------------------------|---|-----------------|---------------------------------------|
| Name of producer : | Ningbo Make Heat Electrical Appliance Co., Ltd | | |
| DBID number : | 350064 | | |
| Audit ID : | 32860 | | |
| Address : | 3-4 Floor, Block B, No. 262-278, Gongmao Fourth Road, Jishigang Industrial Park, Yinzhou District, Ningbo | | |
| Province : | Zhejiang | Country : | China |
| Management Representative : | Mr. Xu Shijun | | |
| Contact person: | Clint Lee | | |
| Sector : | Non-Food | Industry Type : | Mechanical and electrical engineering |
| Product group : | Home appliances | Product Type : | Heating Pad |

Audit Details

| | | | | |
|--|--|---|---|---|
| Type of audit : | <input checked="" type="checkbox"/> Full Audit | <input type="checkbox"/> Re-Audit | | |
| Sub type of audit : | <input type="checkbox"/> Combined audit | <input type="checkbox"/> Special investigation- RUC | <input type="checkbox"/> Special investigation- Other | <input type="checkbox"/> Unannounced/ Semiannounced |
| Audit date : | 23/06/2015 | Audit Duration : | 1.500 | |
| Audit methodology : | <input checked="" type="checkbox"/> Industrial | <input type="checkbox"/> Primary Production | | |
| Auditing Company : | TUEV Rheinland | | | |
| Auditing Company Branch : | TUV Rheinland China | | | |
| Auditing company address : | No.199 Kezhu Road, Guangzhou Science City,,,, | | | |
| Lead Auditor Name(SA8000 Certificate Number) : | Michael Sun (AD10298) | | | |
| Team Member Name(SA8000 Certificate Number) : | | | | |

Audit Results for Part B tier I

| | | | |
|--|---|---|--|
| Total Score Part B tier I: | <input type="checkbox"/> Good | <input checked="" type="checkbox"/> Improvements Needed | <input type="checkbox"/> Non-Compliant |
| Total Number of deviations in crucial questions : | 0 / 35 | | |
| Agreed date for closing the Corrective Action Plan (If applicable) : | 23/12/2015 | | |
| Contingencies to be reported : | <input type="checkbox"/> Aborted | <input type="checkbox"/> Partially Conducted | <input type="checkbox"/> Combined With Other Systems |
| | <input type="checkbox"/> Desktop Review | <input type="checkbox"/> 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"

| Score Interpretation | | | |
|---|---|--|----------------------|
| Good | Improvements Needed | Non-Compliant | Under "Grace Period" |
| Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial. | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. | Not Available |

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 : | Ningbo Make Heat Electrical Appliance Co., Ltd | | |
| Address : | 3-4 Floor, Block B, No. 262-278, Gongmao Fourth Road, Jishigang Industrial Park, Yinzhou District, Ningbo | | |
| Year of foundation : | 2013 | | |
| Legal status : | Limited Co | | |
| Turnover (in euros) : | 2800000.000 | | |
| Main contact person : | Clint Lee | | |
| Language spoken : | Chinese | | |
| 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 : | N/A |

Auditors' notes

Producer's background

The 3rd floor and part of the 4th floor of one 4-storey building(A) used as office and production which rented from Ningbo Created Artware Co.,ltd and lease contract was provided for review. Based on site observation, the 1st and 2nd floor of building A was used by Ningbo Fujun Reflection Product Co.,ltd, part of the 4th floor was used by Ningbo Luote Art&Craft Co.,ltd. As per management and workers interview, all three companies had independent business license and no employees were shared with each other. No dormitory or canteen was provided for employees.

Chapter summary

| Chapter | Chapter Summary |
|--|---|
| B.1. Management Practice | Mr. Shao Jijian was appointed as BSCI management representative. The factory representative claimed there was no subcontract used. No security guards were used by the factory as the factory just used two floors of the production building. |
| B.10. Health and Social Facilities | Drinking water and sufficient clean toilets were provided both in production and office area. First aid kits were provided in each workshop. No canteen or transportation was provided by the factory. |
| B.11. Occupational Health and Safety (OHS) | Fire early warning system was installed and inspected monthly. Sufficient fire extinguishers and fire hydrants were installed and inspected monthly. Evacuation routes were unobstructed and evacuation plan was available in each workshop. Emergency lights and exit signs were installed properly and inspected monthly. Some deviations were identified; please refer to the Corrective Action Plan B. |
| B.13. Environment | EIA or EIA approval was not provided for review. Based onsite observation, no serious pollution was found. |
| B.2. Documentation | All official documents including business license, employees' personal files and labor contracts were provided for review during audit. No any other social audit was conducted in the past year. |
| B.3. Working Hours | One shift was arranged for workers: 8:00-11:30, 12:30-17:00. The normal working hours were 8 per day and 5 days per week. Fingerprint machine was used to record the In/Out time. 6 workers' time records from June 2014 to audit date was reviewed randomly. Maximum 14 hours overtime per week and 58 hours overtime per month and 1 day off after 6 days consecutive working days was guaranteed. No Comprehensive Working Hours System waivers were provided for review. |
| B.4. Compensation | Legal minimum wage was RMB1650/ month since 1 Aug 2014 and RMB1470/month before Aug 2014. 6 workers' payrolls from June 2014 to May 2015 were reviewed randomly. Wage was calculated at monthly rate and the paid minimum wage was not less than the local legal minimum wage. Overtime work was compensated legally. Paid annual leave and paid holidays were provided. Social insurances (retirement insurance, medical insurance, unemployment insurance and maternity insurance) were covered 35.5% workers and work-related injury insurance including commercial insurance was provided for all workers. The waiver from local government showed the social insurance complied with local requirement. Wages were paid in cash with payslip on 10 days after the end of the calculation period. |

| Score Interpretation | | | |
|---|---|--|----------------------|
| Good | Improvements Needed | Non-Compliant | Under "Grace Period" |
| Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial. | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. | Not Available |

| | |
|--|--|
| B.5.1. Child Labour | No child labour was identified during document review, factory tour and worker interview. |
| B.5.2. Young Workers | No young worker was identified during document review, factory tour and worker interview. |
| B.6. Forced Labour / Disciplinary Measures / Prison Labour | No prison labour nor forced labour was found during document review, factory tour and worker interview. |
| B.7. Freedom of Association and Collective Bargaining | It was not restricted for right of association or collective bargaining. One worker representative were elected on Mar 3, 2015 and related record was provided for review. |
| B.8. Discrimination, Harassment and Abuse | There was no unequal, abuse, unusual disciplinary practices found during document review, factory tour and worker interview. |
| B.9. Working Conditions | It was acceptable for overall conditions of the workshop as well as the factory building. |

| Score Interpretation | | | |
|---|---|--|----------------------|
| Good | Improvements Needed | Non-Compliant | Under "Grace Period" |
| Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial. | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. | Not Available |

Part B Tier I - Overall Summary

| Chapter | Full Audit Results (32860 and 23/06/2015) | | | | |
|--|--|-------------------------------------|--------------------------|-------------------------------------|--------|
| | G | IN | NC | NA | % |
| B.1. Management Practice | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 91.67 |
| B.2. Documentation | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 100.00 |
| 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"/> | 100.00 |
| B.10. Health and Social Facilities | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 100.00 |
| B.11. Occupational Health and Safety (OHS) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 89.74 |
| 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"/> | 93.04 |

| Score Interpretation | |
|----------------------|--|
| Good | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial. |
| Improvements Needed | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. |
| Non-compliant | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. |
| Under "Grace Period" | Not Available |
| Not Applicable | Requirements do not match to the company structure |
| Not Rated | Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR |

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 | Mgmt, Admin | 4 | 1 | 8:00 AM | 5:00 PM | | | | |
| Finances | Accountant | 2 | 1 | 8:00 AM | 5:00 PM | | | | |
| Sales | Sales | 4 | 1 | 8:00 AM | 5:00 PM | | | | |
| Production | Molding | 3 | 1 | 8:00 AM | 5:00 PM | | | | |
| Production | Welding | 2 | 1 | 8:00 AM | 5:00 PM | | | | |
| Production | Assembly | 6 | 1 | 8:00 AM | 5:00 PM | | | | |
| Quality Control | QC | 3 | 1 | 8:00 AM | 5:00 PM | | | | |
| Packing | Package | 6 | 1 | 8:00 AM | 5:00 PM | | | | |
| Warehouse | Warehouse | 1 | 1 | 8:00 AM | 5:00 PM | | | | |

In House employment Structure at the time of the audit

| | | | |
|---------------------------------|----|---------------------------------|----|
| Total number of workers : | 31 | | |
| Male | | Female | |
| Permanent workers | 9 | Permanent workers | 22 |
| In management position | 3 | In management position | 2 |
| On probation | 0 | On probation | 0 |
| National migrants | 8 | National migrants | 17 |
| Salaried workers | 9 | Salaried workers | 22 |
| Temporary workers (odd jobbers) | 0 | Temporary workers (odd jobbers) | 0 |
| Apprentices | 0 | Apprentices | 0 |
| With disabilities | 0 | With disabilities | 0 |
| Cross-border migrants | 0 | Cross-border migrants | 0 |
| Production based workers | 5 | Production based workers | 18 |
| | | Pregnant | 0 |
| | | On maternity leave | 0 |

Outsourced structure

| Unit | Function in the chain | Contact person | Business relation -ship since | Location/ Address | | | | Distance to the company in km | Main product | Certificates and social audits (if applicable) | Number of workers | Part of the ISMS (if applicable) | Part of the audit sample |
|--|-----------------------|----------------|-------------------------------|---------------------------------------|----------|-----------|---------|-------------------------------|--------------|--|-------------------|----------------------------------|--------------------------|
| | | | | Address | City | State | Country | | | | | | |
| Dongguan jiaduoli plastic product co.,ltd | subsupplier | Mr.Tian | 2014 | Xiwang industrial area, Fenggang Town | Dongguan | Guangdong | China | 1300 | Pvc leather | Not applicable | 200 | No | No |
| Ningbo yonghao packing co.,ltd | subsupplier | Ms.Liu | 2013 | Gongmao fourth road, Yinzhou District | Ningbo | Zhejiang | China | 1 | Carton | Not applicable | 10 | No | No |
| Ningbo youxin electronic appliance co.,ltd | subsupplier | Mr.Long | 2014 | West zhenxing road,Yuyao city | Ningbo | Zhejiang | China | 40 | Breadboard | Not applicable | 180 | 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.1. Management Practice | | | | | |
| B.1.4. Management Practice | No | (-) [Minus] | In accordance with BSCI requirements 1.4, 根据社会责任B.1.4的要求。It was noted that social system was not reviewed by top management so far. 工厂没有进行定期的管理评审。 Factory top management should review social system regularly. 工厂应定期做管理评审。 | Mr. Xu Shijun | 23/07/2015 |
| 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 | | 91.67% | | | |
| B.3. Working Hours | | | | | |
| B.3.4. Working hours | No | (-) [Minus] | 1,In accordance with BSCI Social Requirements 3.4, 依据BSCI社会责任B.3.4要求 It was noted that randomly selected workers attendance records showed that weekly OT hours were 14 such as from Nov 3, 2014 to Nov 8, 2014 and Dec 8, 2014 to Dec 13, 2014. 审核发现随机抽取工人的考勤记录显示周加班时间达到14个小时, 例如从2014年11月3日到2014年11月8日和2014年12月8日到2014年12月13日。 It is recommended that the factory should ensure the OT hours do not exceed 12 hours per week. 工厂应确保工人的加班时间不超过12小时/周。 2,In accordance with China Labor Law, Article 41, 依据《中华人民共和国劳动法》第41条。 It was noted that randomly selected 6 workers' attendance records from June 1, 2014 to audit date showed that monthly OT hours were between 44 and 58 except 14 hours in Feb 2015 and maximun monthly OT hours were 58 in Jan 2015. 审核发现随机抽取6名工人从2014年6月1日到审核当天的考勤记录显示月加班大多在44-58小时之间, 除了2015年2月份加班为14小时, 其中2015年1月加班时间达到58个小时。 It is recommended that the factory should ensure the OT hours do not exceed 36 hours per month . 工厂应保证工人的加班时间不超过36小时/月。 | Mr. Xu Shijun | 23/12/2015 |
| 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.11. Occupational Health and Safety (OHS) | | | | | |
| B.11.1.5. Risk Assessment and Monitoring | No | (-) [Minus] | In accordance with the PRC Law of Prevention and Control of Occupational Diseases article 36, 依据《中华人民共和国职业病防治法》第三十六条。 It was noted that the factory didn't provide pre-service, in-service and job leaving occupational health examinations for workers in welding section. 审核发现工厂没有为从事焊锡的员工做过职业病体检。 It is recommended that the factory should conduct provide pre-service, in-service and job leaving occupational health check to the workers in welding section. 工厂应给从事焊锡的工人提供入职, 在职和离职前的职业病体检。 | Mr. Xu Shijun | 23/09/2015 |
| B.11.3.2. Personal Protective Equipment | No | (-) [Minus] | In accordance with BSCI Social Requirements B.11.3.2, 根据BSCI 社会责任B.11.3.2 的要求。 It was noted that the factory didn't keep cleaning, replacement and storage records for PPEs such as mask. 审核发现工厂没有保留劳保用品如口罩的清洁、置换和储存的记录。 It is recommended that the factory should keep records for PPEs including but not limited to cleaning, replacement and storage. 建议工厂保留劳保用品的清洁、置换和储存的记录。 | Mr. Xu Shijun | 23/07/2015 |
| | | | In accordance with the Regulation of Chemical Safety Usage in Workplace, Article 12, 根据《工作场所安全使用化学品规定》第12条。 It was noted that | | |

| Score Interpretation | |
|----------------------|--|
| Good | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial. |
| Improvements Needed | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. |
| Non-compliant | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. |
| Under "Grace Period" | Not Available |
| Not Applicable | Requirements do not match to the company structure |
| Not Rated | Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR |

| | | | | | |
|---|----|--|---|---------------|------------|
| B.11.4.1. Chemicals | No | (-) [Minus] | the MSDS of soldering tin in using area was unavailable. 审核发现使用焊锡处未张贴MSDS。It is recommended that all the MSDS should be provided on chemical using area. 建议的所有MSDS应提供到化学品使用现场。 | Mr. Xu Shijun | 23/07/2015 |
| B.11.6.2. Electricity | No | (-) [Minus] | In accordance with the BSCI Social Requirements B.11.6.2, 根据BSCI 社会责任B.11.6.2 的要求。It was noted that the factory had not checked electrical installations and equipment yet. 审核发现工厂尚未进行电气安全检查。It is recommended that the factory should checked electrical installations and equipment periodically. 建议工厂应进行定期的电气安全检查。 | Mr. Xu Shijun | 23/07/2015 |
| 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 | | 89.74% | | | |
| B.13. Environment | | | | | |
| B.13.1. Environment | No | (-) [Minus] | In accordance with Law of the People's Republic of China on the Environmental Impact Assessment (2003), Article 16&22, 依据《中华人民共和国环境影响评价法》第16和22条。It was noted that the factory did not provide EIA and obtain EIA approval from environmental authority. 工厂未提供环评报告及批复。It is recommended that the factory should conduct EIA and obtain approval from environmental authority. 工厂应提供环评报告及批复。 | Mr. Xu Shijun | 23/12/2015 |
| B.13.5. Environment | No | (-) [Minus] | In accordance with BSCI Social Requirements B.13.5, 根据BSCI 社会责任B.13.5的要求。It was noted that the facility had not developed mechanisms to ensure reduction of emissions, particularly CO2 emission, at least but not limited to legal local requirements. 审核发现企业没有建立一套机制来确保气体排放逐步减少。It is recommended that the facility should develop such mechanisms. 建议企业建立这样一套机制来确保气体排放逐步减少。 | Mr. Xu Shijun | 23/07/2015 |
| 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% | | | |
| Total Audit Results for Part B Tier I | | | | | |
| 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 | | 93.04% | | | |

| Score Interpretation | |
|----------------------|--|
| Good | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial. |
| Improvements Needed | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. |
| Non-compliant | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. |
| Under "Grace Period" | Not Available |
| Not Applicable | Requirements do not match to the company structure |
| Not Rated | Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR |

Part C: Audit Findings

| Chapter |
|--|
| |
| 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 |

| Score Interpretation | |
|----------------------|---|
| Good | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial. |
| Improvements Needed | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. |
| Not Applicable | Requirements do not match to the company structure |
| Not Rated | Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR |

Workers Interview Sheet

| Workers Interview Sheet | | | |
|-------------------------------------|---------------------|-----------------------|--------------------------|
| Workers | Male workers number | Female workers number | % of the total workforce |
| Total | 2 | 4 | 19.35 |
| 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 | 19.35 |
| Part time workers interviewed | 0 | 0 | 0.00 |
| Seasonal workers interviewed | 0 | 0 | 0.00 |
| Migrant workers interviewed | 2 | 4 | 19.35 |
| Pregnant workers interviewed | | 0 | 0.00 |

| Interview methods used | number (how many) |
|---|---|
| Number of Individual interviews conducted | 3 |
| # of people interviewed in Group(s) | 3 |
| # 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 |

| No. of interview | Essentials (If the number of rows is not enough, please add pages as needed and include with the attachments). |
|------------------|--|
| 1 | Legal minimum wage was RMB1650/ month. Normal working hours: 8:00-11:30, 12:30-17:00 and if needed, worked overtime at 17:30-19:30 . Labor contract was signed two copies and one was kept by worker. Wage was calculated by monthly rate. 150%, 200%, 300% of normal rate would be compensated for overtime on normal working days, Saturday and holidays. PPE was provided with free. |
| 2 | Normal working hours: 8:00-11:30, 12:30-17:00 and if needed, worked overtime at 17:30-19:30 . Maximum 2 hours overtime per day. The worker was participated the health and safety training on fire safety and PPE usage before starting to work. Drinking water was provided free of charge. Wage was paid by cash with pay slip at the 10th of each month. |
| 3 | Fingerprint machine was used to record each IN/OUT. Legal minimum wage was RMB1650/ month. There was no region discrimination. There was no strike in past 2 years. The worker was participated the health and safety training on fire safety and PPE usage before starting to work. |
| 4 | Wage was calculated by monthly rate. 150%, 200%, 300% of normal rate would be compensated for overtime on normal working days, Saturday and holidays. Wage was paid by cash with pay slip at the 10th of each month. They worked overtime voluntarily and they could leave overtime arrangement with verbal informing. The latest fire drill was conduct in Mar 2015. The workers knew how to use fire fighting equipment. |

| Score Interpretation | |
|----------------------|---|
| Good | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial. |
| Improvements Needed | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. |
| Not Applicable | Requirements do not match to the company structure |
| Not Rated | Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR |

Child and Young Workers Record Sheet

No Data Available for >Child and Young Workers Record Sheet

| Score Interpretation | |
|----------------------|--|
| Good | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial. |
| Improvements Needed | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. |
| Non-compliant | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. |
| Under "Grace Period" | Not Available |
| Not Applicable | Requirements do not match to the company structure |
| Not Rated | Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR |

Overall Producer Pictures

No Photos Available