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Auditee :	<b>ZHEJIANG ZHUOLI METAL PRODUCTS CO., LTD.</b>
Audit Date From :	<b>19/04/2021</b>
Audit Date To :	<b>20/04/2021</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>TUEV NORD GROUP</b>
Auditor's Name(s) :	<b>Wei Fang(Lead)</b>
Auditing Branch (if applicable) :	

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**amfori**  **BSCI**  
Trade with purpose

This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
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**Rating Definitions**



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p><b>A</b> <b>Very Good</b></p>	<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> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></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	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>	
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A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p><b>B</b> <b>Good</b></p>	<ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p><b>C</b> <b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p><b>D</b> <b>Insufficient</b></p>	<ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	A	D	D	D																													
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D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p><b>E</b> <b>Unacceptable</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

**Main Auditee Information**



Name of producer :	ZHEJIANG ZHUOLI METAL PRODUCTS CO., LTD.		
DBID number :	366979		
Audit ID :	208709		
Address :	Huicheling Industry Zone, Heping Town, Changxing County Huzhou		
Province :	Zhejiang	Country :	China
Management Representative :	Mingzhong ZHOU		
Contact person:	Mingzhong ZHOU	Sector :	Non-Food
Industry Type :	Construction	Product group :	Furnitures
Product Type :	Outdoor plastic folding table and chair		

**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 :	C	
Need of follow-up :	Yes	If YES, by : 20/04/2022

Rating per Performance Area (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	A	A	A	B	D	B	A	A	A	A	B	A

Executive summary of audit report
<p>This was a full audit authorized by BSCI Member.</p> <p>[Location and size]: ZHEJIANG ZHUOLI METAL PRODUCTS CO., LTD. (浙江卓立金属制品有限公司) is Located at Huicheling Industry Zone, Heping Town, Changxing County, Huzhou, Zhejiang Province, China (浙江省湖州市长兴县和平镇回车岭工业园区). The Uniform Code of Social Credit is 9133052230741374XL, valid from June 5, 2014 to June 4, 2044. In the auditee's address, the factory consisted of one 4-storey production building (second floor was used as packing, rest floors as warehouse), one flat production building (four workshops combined by one roof), one 2-storey office and warehouse building (combined with one flat blow molding workshop). The canteen and kitchen was located at partial blow molding workshop. No dormitory or transportation was provided to employees by now.</p> <p>[Structure of facility]: The main products were outdoor plastic folding table and chair. The main process included metal working, pipe making, polishing, blow molding, welding, assembling and packing.</p> <p>[Employee analysis]: There were 94 employees on the roster. All employees were permanent employees, and 41 employees come from other provinces in China. 39 employees were female. All employees showed on the date of audit.</p> <p>[Summary of working hours]: Attendance records from March 1st, 2020 to the audit day were reviewed in this audit. There was one kind of working shift in the factory, which was normal shift from 07:30 to 16:30 for all employees. Fingerprint attendance machine used for recording the working time and every employee should record attendances when they went in and out the facility. As per management and workers interviews, the maximum overtime hours were 2 hours per day, 20 hours per week and 72 hours per month.</p> <p>[Summary of compensation]: The local minimum wages was RMB 1660 per month. The factory provided payrolls from March 2020 to February 2021 for review. Workers were paid by hourly rate; the lowest basic wage was RMB 2200 per month, which was higher than legal minimum wage RMB 1660 per month. For overtime wages, the factory paid 150% of normal pay for overtime working on normal working day. The wages were paid by cash on or before the end of following month. Through review the Social Insurance Payment Receipt, the auditee provided 50 out of 94 employees with all five types of social insurance, and the remaining 44 employees were covered by commercial insurance.</p> <p>[Summary of Interview]: Worker interviews were conducted individually and in group. Randomly selected 12 employees, no complaint was raised.</p> <p>[Special scene during on site observed]: 1. There was no contractor and agency used by the auditee, so the agency labour contract or contractor license/permit not applicable for the auditee. 2. The auditee did not obtain any government waivers 3. There was no collective bargaining agreement in the auditee.</p> <p>Remark: The APSCA membership number of lead auditor is RA 21704147.</p>

**Ratings Summary**



Auditee's background information			
Auditee's name :	ZHEJIANG ZHUOLI METAL PRODUCTS CO., LTD.	Legal status :	Ltd company
Local Name :	浙江卓立金属制品有限公司(统一社会信用代码: 9133052230741374XL)	Year in which the auditee was founded :	2014
Address :	Huicheling Industry Zone, Heping Town, Changxing County	Contact person (please select) :	Mingzhong ZHOU
Province :	Zhejiang	Contact's Email :	mark_zhou@zjzhuolichina.com
City :	Huzhou	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N30°49'5 E119°52'58	Total turnover (in Euros) :	3000000.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Construction	Of which domestic market % :	10.00
If other, please specify :		Production volume :	50000 sets per year
Product Group :	Furnitures	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Outdoor plastic folding table and chair		

Auditee's employment structure at the time of the audit			
Total number of workers :	94	Total number of workers in the production unit to be monitored (if applicable) :	0
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	55	39	
Temporary workers	0	0	
In management positions	8	5	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	26	15	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	55	39	
Production based workers	47	34	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

**Finding Report**



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

Full Audit [Audit Id - 208709] Audit Date: 19/04/2021 PA Score: D

Deadline date:20/07/2021

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee partially respects the requirements of this performance area. The auditee has set and publicly stated their mission, vision and objectives, which also refer to the BSCI Code of Conduct. General Manager, Mingzhong ZHOU was in charge of implementing BSCI Code of Conduct and integrating the requirement into day-to-day business. Satisfactory evidence has shown that management understood the importance and benefits of having an effective management system and the related procedure is in place. However, insufficient awareness was noted in workforce planning.

整体观察表明，受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引，该工厂已经成立并公开表示自己的使命、愿景，和目标。总经理周明忠是BSCI执行情况的总负责人，并将BSCI的准则融入到日常的生产经营中。充分的证据显示管理层理解一个有效的管理体系的重要性和好处，并且也建立了相应的程序文件。但是工厂对于劳动力的分配也需加强。

- 1.1 - The auditee established management system; however it was not effective for some performance areas, such as Workers Involvement and Protection, Occupational Health and Safety and working hour etc.

被审核方已建立社会责任管理体系，但是并未有效执行，如工人的参与和保护，职业健康和安、工作时间等。

- 1.4 - The auditee did not effectively evaluate the production capacity, human resource and equipment status against the delivery requirement to avoid the excessive overtime work.

被审核方接受订单时未能根据客户的交货期，及时有效的评估自己的生产能力，人员和设备情况，以避免出现加班超时的情况。

**Remarks from Auditee:**

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 208709] Audit Date: 19/04/2021 PA Score: A

Deadline date:20/07/2021

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee partially respects the requirements of this performance area. An annual training plan is established, which cover the training needs of all adult workers in rights & responsibilities, health & amp; safety, and workplace rules. It has been noted that the auditee has an effective grievance mechanism consists of using suggestion box, and worker representation. All these processes are documented under procedures; however, gaps have been identified in implementation and record keeping.

整体观察表明，受审核方部分满足这个执行领域的要求。工厂设立了详尽的年度培训计划，设计员工权利义务，健康安全，和工作规章。工厂的有效申诉机制包含意见箱和员工代表。所有的这些过程都有书面程序的支持。然而这些程序在实施的过程中存在缺失，且缺乏记录支持。

- 2.5 - The auditee had not yet provided the survey reports on the user satisfaction with its grievance procedure though grievance records for past 12 months provided by auditee were complete blank.

工厂提供过去12个月的申诉记录都为空白，并且被审核方未提供关于其申诉程序的调查报告。

**Remarks from Auditee:**

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

Full Audit [Audit Id - 208709] Audit Date: 19/04/2021 PA Score: A

Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee fulfils the requirements of this performance area. No trade union was established in the auditee, however procedure was set up entitling employees to join any organization in a democratic way. Satisfactory evidence was shown that worker representative was freely elected and interacting with employees in workplace without interference.

整体观察表明受审核方符合该执行领域的要求。工厂内部没有设立工会，但是工厂建立了相关的程序运行员工自由民主地加入任何组织。充分的证据显示员工代表是由员工自由选举出来的，并且可以自由地在工厂场所和员工沟通交流。

**Remarks from Auditee:**

<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 208709] Audit Date: 19/04/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The overall observation shows that the auditee fulfils the requirements of this performance area. Satisfactory evidence was observed that employees of older than 16 were all welcomed and employees' promotion was based on their working ability regardless of their age, gender, race etc. For employees promoted or fired, a notice will be posted in the blackboard of the factory. Furthermore, it was noted that no monetary disciplinary was implemented in the factory. A written procedure was established describing reasons for disciplinary measures, such as oral warning, written warning and firing, all of which were in accordance with legal requirement.</p> <p>总体观察显示被审核方符合该执行区域的要求。充分的证据显示工厂招聘所有满16岁的员工，员工的升迁不以他们的年龄，性别和种族为转移。任何员工的升迁或辞退，都会张贴在公告栏上。另外工厂没有任何罚款措施，工厂的惩罚措施仅包含口头警告，书面警告和辞退，而这几种都符合法律的要求。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 208709] Audit Date: 19/04/2021 PA Score: B	Deadline date:20/07/2021
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The overall observation shows that the auditee partially fulfils the requirements of this performance area. Production workers were paid at hourly rate in cash before the end of the following month. According to payroll and attendance records, it was noted that the minimum wages paid to employees was RMB 2200 per month, which is higher than the local requirement of RMB 1660 per month. The minimum wage notices was posted on site. Working experience and departments would influence employees' wage. Satisfactory evidence proves that employees were compensated 150% and 200% of their regular wage for overtime work conducted on regular working days and rest days. And no overtime work was conducted on statutory holidays.</p> <p>总体观察显示被审核方部分符合该执行区域的要求。员工每个月月底以现金的形式发工资。根据工厂的工资和工时记录，员工最低工资2200/月，高于当地的最低工资标准1660/月。最低工资的要求张贴在现场。员工的工资与工作经验有关。充分的证据显示，员工周末加班获得正常工资的200%，平时加班为正常工资的150%。没有安排法定假日加班。</p> <p>5.5 - The auditee provided 50 out of 94 employees with all five types of social insurance, and the remaining 44 employees were covered by commercial insurance. 被审核方为94名员工中的50名提供了五种社保，并且为剩余44员工提供了商业保险。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 208709] Audit Date: 19/04/2021 PA Score: D	Deadline date:20/07/2021
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The overall observation shows that the auditee partially fulfils the requirements of this performance area. The factory made a policy of working hours system and controlled working hours. According to the policy and implementation records, workers worked 8 hours (7:30-11:30, 12:30-16:30) per day, 5 days per week. Workers sometimes worked 2 hours on weekday from 18:00 to 20:00; workers sometime worked overtime 8 hours on Saturday; and at least rested on Sunday. The factory used the electric attendance system to record the working hours, the maximum overtime was 72 hours per month. Workers can take a rest during the work time when they felt tired. However, gaps of controlling overtime hours had been identified in implementation:</p> <p>基于令人满意的证据，被审核方部分尊重BSCI的本条原则。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(7:30-11:30, 12:30-16:30)，每周5天。员工偶尔晚上加班2小时从18:00至20:00，周六有时上班，周日休息。员工最大的月加班为72小时每月。员工在工间如果觉得疲惫，可自由选择休息几分钟。不过，工厂在加班时间的管控方面也有不符合BSCI的地方，如下：</p> <p>6.2 - Based on 12 sample workers' attendance records, 12 selected from March 2020 to the audit date, it was noted that the maximum overtime working hours of randomly selected workers were 72 hours in January 2021, 64 hours in November 2020 and 72 hours in August 2020, which exceeded legal overtime limit: 36 hours per month. 根据抽样12名员工的考勤记录（从2020年3月至审核日期），2021年1月最高月加班时间为72小时，2020年11月最高月加班时间为64小时，2020年8月最高月加班时间为72小时，超过法律规定的每月36小时。</p>	
<b>Remarks from Auditee:</b>	

**Performance Area 7 : Occupational Health and Safety**

Full Audit [Audit Id - 208709] Audit Date: 19/04/2021 PA Score: B

Deadline date:20/07/2021

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee partially respects the requirements of this performance area. The auditee has set and publicly stated their health and safety objectives referring to the BSCI Code of Conduct. Furthermore, the auditee has ensured health and safety on site via detailed procedures and trainings on fire safety, emergency, and use of personal protective equipment, chemical storage and usage. Satisfactory evidence has shown that inspection firefighting equipment was conducted on a monthly basis. All these processes are documented under procedures; however, gaps have been identified in implementation. Remark: There was no dormitory or transportation provided in the facility.

整体观察表明, 受审核方部分满足这个执行领域的要求。根据BSCI行为准则的指引, 该工厂已经成立并公开表示自己的健康安全的目标。此外, 工厂建立了详细的健康安全程序以及关于消防, 紧急情况, 劳保用品使用以及化学品储存使用方面的培训机制。充分的证据显示工厂定期进行消防器材的检验。所有的这些过程都有书面程序的支持。然而这些程序在实施的过程中存在缺失。备注: 工厂未提供宿舍以及交通。

- 7.3 - The auditee didn't provide pre-service and job leaving occupational health examinations for employees in factory workshops who were in contact with dust, noises and noxious gas (Laws and Regulations: Occupation Disease Prevention Law of P.R.C, Article 35).  
被审核方未给生产车间接触粉尘、噪音和有害气体的员工进行上岗前和离职时的职业健康检查(参考法律法规:《中华人民共和国职业病防治法》第35条)。
- 7.4 - During risk assessment, EHS management system developing and implementation, no worker representative was involved.  
在风险评估过程, 健康安全管理系统开发和执行过程中, 无员工代表的参与。
- 7.6 - The suitable PPEs were not provided for some workers, such as the spraying workers were wearing gauze masks but not active carbon masks. Reference law: PRC Work Protective Equipment Outfit Standard Article 8.  
工厂没有提供合适的劳保用品给部分工人, 如喷涂的工人佩戴纱布口罩而不是活性炭口罩。参考法律:《劳动防护用品配备标准》第八条。
- 7.7 - It was noted that no MSDS was provided onsite for about 20% lubricate oil used in the hardware workshop.  
金加工车间存放的约20%润滑油没有在现场提供MSDS。
- 7.8 - The auditee did not post the accident procedures in workshops for workers and fist-aid responder.  
审核发现工厂没有在车间张贴紧急事故预案供相关员工和急救人员了解。
- 7.9 - The auditee did not post high temperature warning signs to hot water boiling machines.  
被审核方没有在热水煮水器上张贴高温警告标识。
- 7.13 - About 20% electrical boxes in whole facility missing the cover, the management stated that they will install them in future.  
全厂约20%的配电箱无防护盖, 管理层表示后续将会安装。
- 7.17 - It was found that one crane was found not equipped with anti decoupling device, such as hook lock.  
发现一台起重机未配备防脱钩装置, 如吊钩锁。
- 7.21 - The food samples from canteen were not retained for 48 hours.  
工厂餐厅的食品没有留样48小时。

**Remarks from Auditee:**

**Performance Area 8 : No Child Labour**

Full Audit [Audit Id - 208709] Audit Date: 19/04/2021 PA Score: A

Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee fully fulfils the requirements of the performance area. Satisfactory evidence has shown that the auditee established a policy that will never employ and use any child labor under the age of 16 years old. Furthermore, the auditee also established adequate and remedial policies and procedures to provide for further protection in case children are found to be working. Trainings on this issue is included in the training scheme and were periodically provided to HR staffs and all other relevant employees. All workers' original ID cards at the time of recruitment will be verified and the photocopies of workers' ID cards will be kept in the personnel files, which will be also periodically reviewed. Based on factory tour and personnel profiles review, no child labor was found.

整体观察表明, 受审核方满足这个执行领域的要求。充分的证据表明被审核方制定了程序禁止招聘年龄在16岁以下的员工。同时, 被审核方也制定了相关的童工补救相关的程序。被审核方提供的培训记录也显示定期向相关员工提供了培训。根据被审核方提供的人事档案和员工访谈, 被审核方在员工招聘的过程中严格审查了员工的身份证明文件并将该文件的复印件保存在了人事档案中。通过查看员工的人事档案, 审核员没有发现童工。

**Remarks from Auditee:**



<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 208709] Audit Date: 19/04/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The overall observation shows that the auditee fulfilled the requirements of the performance area. The auditee has ensured protective measures are taken to protect the hired juvenile workers from harm via detailed procedures and trainings. Satisfactory evidence has shown that the auditee provide trainings to relevant management staffs to ensure that juvenile workers (16 years old to 18 years old) not to work overtime, work at night and work at the operating posts which do harm to their health. And the auditee did not hire employees under the age of 18 years old.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。被审核方制定了程序表明需对已雇佣的未成年工(介于16到18岁间)进行及时的相关保护措施, 充分的证据显示被审核方为相关的管理人员提供了培训来确保未成年工(介于16到18岁间)不加班, 不在晚上上班, 不在对其身体健康产生负面影响的工作岗位上上班。受审核方没有招聘18岁以下的员工。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 208709] Audit Date: 19/04/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The overall observation shows that the auditee fulfils the requirements of the performance area. Satisfactory evidence has shown that the auditee provides workers with understandable information before entering into employment. Labor contracts are signed in local language and a copy is provided to employee, which was confirmed through the employee interview and document review.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。充分的证据显示工厂雇佣员工前给其提供了充分的信息。提供员工面谈确认到工厂与员工签订了劳动合同, 并且给员工一份副本。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 208709] Audit Date: 19/04/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The overall observation shows that the auditee fulfils the requirements of the performance area. Satisfactory evidence has shown that disciplinary measures include oral warning, written warning, demerit recording and dismissal. No corporal punishment, mental or physical coercion or verbal abuse are adopted. Furthermore, disciplinary procedures are in understandable written form and delivered to employees periodically by trainings.</p> <p>整体观察表明, 受审核方满足这个执行领域的要求。充分的证据显示工厂惩罚措施只包含口头警告, 书面警告, 记过和开除。工厂没有任何体罚, 精神或身体胁迫或谩骂的情况发生。另外, 工厂奖惩条例定期给员工提供培训。</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 208709] Audit Date: 19/04/2021 PA Score: B	Deadline date:20/07/2021
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>The auditee partially respected this principle. The auditee had established environmental management policy and procedures which included conformity assessment regards to environmental law, waste management, environment issue grievance, etc. The auditee had identified and assessed the environmental impact factors for its operations.</p> <p>被审核方部分符合本章节的要求。被审核方有建立环境政策, 其中包括环保法规符合性识别评估, 废弃物的管理, 环保问题申诉等。被审核方有对环境影响的因素进行识别和评估。</p>	
<p><b>12.4 -</b> The factory did not provide inspection report of canteen waste air. The management stated that they had conducted the production waste air, waster, noise, but neglect the cooking fume. Reference Law: Emission standard of cooking fume GB18483-2001.</p> <p>工厂未提供食堂油烟检测报告。管理层表示他们已经对生产废水废气和噪音进行了检测, 但忽略了食堂油烟。参考法律法规: 饮食业油烟排放标准 GB18483-2001。</p>	
<b>Remarks from Auditee:</b>	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 208709] Audit Date: 19/04/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> The auditee respected this principle. The auditee had written procedures on Ethical Behaviour, which included prohibition of corruption, extortion or embezzlement, or any form of bribery, fraud and investigation of unethical behaviors etc. The auditee had conducted the assessment on the potential ethic risks. 被审核方符合本章节的要求。被核方已经建立了书面化的商业道德程序，其中包括风险评估，不正当收益，商业欺诈，不道德行为的调查等。被审核方对潜在的商业道德风险进行了风险评估。	
<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	19/04/2021	208709	D	A	A	A	B	D	B	A	A	A	A	B	A	C

Zhejiang ZhuoLi Metal Products Co., Ltd.

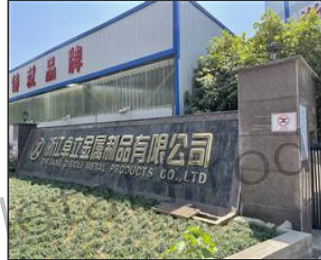
Zhejiang ZhuoLi Metal Products Co., Ltd.

Zhejiang ZhuoLi Metal Products Co., Ltd.

Producer Photos



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



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



Photo first aid facilities first aid kit.JPG



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



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



Photo of chemical storage room (if applicable) eye washer.JPG



Photo of non-conformity NC-no cover.JPG



Photo of non-conformity NC-no high temperature warning.JPG



Photo of non-conformity NC-no hook lock.JPG



Photo of non-conformity NC-no MSDS in workshop.JPG



Photo of non-conformity NC-no suitable masks for spraying section.JPG



Photo of fire safety equipment exit and emergency light.JPG



Photo of fire safety equipment fire alarm light.JPG



Photo of fire safety equipment fire alarm.JPG



Photo of fire safety equipment fire extinguisher.JPG



Photo of fire safety equipment hydrant test.JPG



Photo of fire safety equipment hydrant.JPG



Photo of the canteen (if applicable) canteen.JPG



Photo of the canteen (if applicable) kitchen.JPG



Photo of the code of conduct on display soc.JPG



Photo of the sanitary facilities toilet.JPG



Photo of the sanitary facilities wash basin.JPG



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



Photo of the inside of the main production hall attendance recorder.JPG



Photo of the inside of the main production hall automatic welding.JPG



Photo of the inside of the main production hall blow molding section.JPG



Photo of the inside of the main production hall cargo lift.JPG



Photo of the inside of the main production hall evacuation plan.JPG

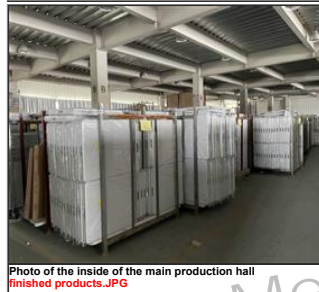


Photo of the inside of the main production hall finished products.JPG



Photo of the inside of the main production hall metal working with PPE.JPG



Photo of the inside of the main production hall occupational risk notice.JPG



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



Photo of the inside of the main production hall pipe making.JPG



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



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



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



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

Zhejiang ZhuoLi Metal Products Co., Ltd.