Auditee :	**Tongcheng Shuncheng Garment Co., Ltd**
Audit Date From :	**29/10/2020**
Audit Date To :	**30/10/2020**
Expiry Date of the Audit :	**Please refer to the producer profile in the amfori BSCI platform**
Auditing Company :	**SGS**
Auditor's Name(s) :	**Mick Yang(Lead)**
Auditing Branch (if applicable) :	**SGS CHINA**

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Rating Definitions

Rating	A combination of ratings per Performance Area where:	Consequence
A **Very Good**	• Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E These are three examples: 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.
B **Good**	• Maximum 3 Performance Areas rated C • No Performance Areas rated D or E These are three examples: 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.
C **Acceptable**	• Maximum 2 Performance Areas rated D • No Performance Areas rated E These are three examples: 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.
D **Insufficient**	• Maximum 6 Performance Areas rated E These are three examples: 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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
E **Unacceptable**	• Minimum 7 Performance Areas rated E These are three examples: 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.
Zero Tolerance	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 :	**Tongcheng Shuncheng Garment Co., Ltd**		
DBID number :	**405724**		
Audit ID :	**196465**		
Address :	**101, Building 1, Chuangye Road, Jindadi Pioneer Park, Longmian Street, Tongcheng City, Anqing City**		
Province :	**Anhui**	Country :	**China**
Management Representative :	**Xianbao Xiang**		
Contact person:	**Xianbao Xiang**	Sector :	**Non-Food**
Industry Type :	**Textiles, clothing, leather**	Product group :	**Apparel**
Product Type :	**Clothing**		

Audit Details

Audit Range :	☒ **Full Audit**	☐ **Follow-up Audit**	
Audit Scope :	☒ **Main Auditee**	☐ **Main Auditee & Farms**	
Audit Environment :	☒ **Industrial**	☐ **Agricultural**	☐ **Small Producer**
Audit Announcement :	☒ **Fully-Announced**	☐ **Fully-Unannounced**	☐ **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 :	**30/10/2021**

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	A	A	A	A	A	A	A

Executive summary of audit report

Tongcheng Shuncheng Garment Co., Ltd was located at 101, Building 1, Chuangye Road, Jindadi Pioneer Park, Longmian Street, Tongcheng City, Anqing City, Anhui Province, China. The number of factory business license was 91340881MA2MTT6N4U, it was founded on 16 Mar 2016, its main products were clothing. The main processes were cutting, sewing, ironing, inspecting and packing in the factory. There was no obvious peak season in the factory. The audited factory used the first floor and second floor of one 3-storey building for workshop, warehouse and office.

The normal working hours of all workers were 8 hours per day, 5 days per week, all production workers had one shift which from 07:30 to 16:30 with 1 hour lunch time (11:30-12:30), there were 2 hours overtime on some workdays and 8 hours overtime on most Saturdays. The maximum weekly working hours were 56 hours. All workers had one day off per seven days. The attendance was recorded by electronic attendance machine.

All workers were paid by hourly rate, the minimum wage was above local minimum wage RMB 1180 per month. Workers' wage was paid at the 30th of each following month by cash. There were total 98 employees, contained 24 employees who had reached retired age, the factory did not provide social insurance to any employee, there was no other supplementary insurance.

Dan Xiang (Vice General Manager), Xianbao Xiang (Factory Manager) and Fengqin Pan (Worker representative) attended opening meeting and closing meeting. The management showed a cooperative attitude during the audit. They agreed auditor conducted whole audit including workplace observation and confidential workers interviews without any influence. And they were willing to take corrective action for the findings identified during the audit. All of the interviewees showed cooperative attitude, effective evidence was collected during the workers interview. Xianbao Xiang and Fengqin Pan had signed the onsite CAP and ensured the preliminary completion date.

Remark: The factory rented the first and third floor of one 3-storey building from Tongcheng Jinlinquan Packaging Co., Ltd. the factory provided the lease contract and the landlord's business license. This audit only covered the currently rented building. Part area of the third floor was the mask workshop, it had stopped production at present. There was another clothing factory on the second floor. The factory did not obtain Consolidated Working Hours System Approval, so upload photos did not contain it.

This audit was conducted by Mick Yang (RA21702024).

Ratings Summary

Auditee's background information

Auditee's name :	**Tongcheng Shuncheng Garment Co., Ltd**	Legal status :	**Limited company**
Local Name :	桐城市顺成制衣有限公司（**91340881MA2MTT6N4U**）	Year in which the auditee was founded :	**2016**
Address :	**101, Building 1, Chuangye Road, Jindadi Pioneer Park, Longmian Street, Tongcheng City,**	Contact person (please select) :	**Xianbao Xiang**
Province :	**Anhui**	Contact's Email :	**shunchengzhiyi@126.com**
City :	**Anqing City**	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 :	**31.073011, 116.971424**	Total turnover (in Euros) :	**1850000.00**
Sector :	**Non-Food**	Of which exports % :	**100.00**
Industry :	**Textiles, clothing, leather**	Of which domestic market % :	**0.00**
If other, please specify :		Production volume :	**960000 pieces per year**
Product Group :	**Apparel**	Production cost calculation :	**Yes**
If other, please specify :		Lost time injury calculation cost :	**No**
Product Type :	**Clothing**		

Auditee's employment structure at the time of the audit

Total number of workers : **98** Total number of workers in the production unit to be monitored (if applicable) : **0**

	MALE WORKERS	FEMALE WORKERS
Permanent workers	7	91
Temporary workers	0	0
In management positions	4	0
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	7	91
Production based workers	0	0
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 - 196465] Audit Date: 29/10/2020 PA Score: D Deadline date:30/10/2021

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

Full audit conducted in Tongcheng Shuncheng Garment Co., Ltd. The overall observation shows the auditee partially fulfils the requirement of this performance area.The factory set up completed policy and procedure on social accountability. For example, the procedures on hiring, subcontracting, dealing with grievances, training workers, promoting ethical behaviour were established by the factory. The factory also established policy with respect to the selection, management and monitoring of its own significant business partners. But there was a gap between the following areas and the amfori BSCI requirements:
在桐城市顺成制衣有限公司进行的全面审核中，整体观察显示被审核方部分符合该绩效区域的要求。工厂建立了完整的社会责任政策和程序，例如程序中包括招聘，分包，申诉系统，员工培训，反腐败等内容。工厂还创建了供应商的筛选程序，在选择供应商时，工厂同样考虑到了其社会责任表现。但也发现工厂在如下方面和amfori BSCI要求有差距：

1.1 - The main auditee partially respects this principle because the factory did not effectively implement the management system although they established the amfori BSCI management system, which resulted in the issues on H&S, Working hour, Remuneration, Workers Involvement and others, such as no social insurance for any employees, goods were stacked against the wall and others. The factory did not conduct effective self-assessment to identify and improve these issues.
被审核方部分遵循该准则。工厂建立了amfori BSCI管理系统，但未有效执行这个管理系统，导致工厂在健康安全，工时，报酬，员工参与等上存在问题，例如没有给任何员工缴纳社保，货物靠墙堆放等，工厂未进行有效自我评估来发现并改善这些问题。

1.4 - The main auditee partially respects this principle because the audited factory establish a capacity planning program, the factory only arranged the production plan according to the delivery time, the factory did not arrange production plan in accordance with amfori BSCI requirement of overtime, the factory did not control overtime per the regulation's requirement, employee's monthly overtime had exceeded the limit of local law in most months, the maximum monthly overtime were 68 hours in Nov 2019.
被审核方部分遵循该准则。被审核方制定了产能规划的程序，工厂目前只是按照出货时间来排生产计划，工厂未按amfori BSCI加班时间的要求安排生产计划，工厂没有按法规要求来管控加班时间，员工的月加班时间在大部分月份超过法规要求，最大月加班为68小时，发生在2019年11月。

Remarks from Auditee:
Nil

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 196465] Audit Date: 29/10/2020 PA Score: A Deadline date:30/01/2021

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

Full audit conducted in Tongcheng Shuncheng Garment Co., Ltd. The overall observation shows that the auditee partially fulfills the requirements of this performance area. The factory established program files of Workers Involvement and Protection; it was according to amfori BSCI Code. Management conducted regular meeting with employee representatives and worker to discuss the issue, the meeting records was kept. Employees were aware their legal rights and obligations, such as related content of working manual and labor contracts. The factory also posted amfori BSCI Code on site. But there was a gap between the following areas and the amfori BSCI requirements:
在桐城市顺成制衣有限公司进行的全面审核中，整体现场的情况显示工厂部分遵循该绩效区域。工厂根据amfori BSCI行为准则制定了工人参与与保护的程序文件。管理人员定期与员工代表，员工召开会议讨论工厂的问题并提供了会议记录。员工均了解自己的法定权利和义务，例如工作手册和劳动合同相关内容。工厂在现场也张贴了amfori BSCI行为准则。但也发现工厂在如下方面和amfori BSCI要求有差距：

2.4 - The main auditee partially respects this principle because all interviewed workers did not know the amfori BSCI Code. Though the factory had conducted relevant training of amfori BSCI code to employees and posted amfori BSCI code onsite, but the factory did not check the effect of training. Most interviewed employees did not know where the amfori BSCI code posted.
被审核方部分遵循该准则。所有访谈的员工不了解amfori BSCI。虽然工厂对员工进行了amfori BSCI相关内容的培训，现场张贴的amfori BSCI行为准则，但没有验证培训的效果。大部分访谈员工也不清楚amfori BSCI行为准则张贴在何处。

Remarks from Auditee:
Nil

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

Full Audit [Audit Id - 196465] Audit Date: 29/10/2020 PA Score: A Deadline date:

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

Full audit conducted in Tongcheng Shuncheng Garment Co., Ltd. The overall observation shows that the auditee fulfils the requirements of this performance area. Two worker representatives were voted by workers, and communicating meeting was held regularly. 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, they were not discriminated in the factory.
在桐城市顺成制衣有限公司进行的全面审核中，整体现场的情况显示工厂遵循该绩效区域。工厂由工人投票选举了两名员工代表，并且定期举行沟通会议。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，员工代表不会被歧视。

Remarks from Auditee:
Nil

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 196465] Audit Date: 29/10/2020 PA Score: A Deadline date:

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

Full audit conducted in Tongcheng Shuncheng Garment Co., Ltd. The overall observation shows that the auditee fulfils the requirements of this performance area. The discrimination policy was set up. Based on workers interview, no special health check, such as pregnancy test was required by the factory. Migrant workers and local workers were treated the same. No discrimination case was happened in the factory. Disciplinary measures in factory met requirement.
在桐城市顺成制衣有限公司进行的全面审核中，整体现场的情况显示工厂遵循该绩效区域。工厂制定了歧视政策。根据员工访谈，工厂在招聘时不要求特殊体检，如孕检等。外地员工和本地员工一样对待。没有发生歧视现象。工厂的惩戒措施符合要求。

Remarks from Auditee:
Nil

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 196465] Audit Date: 29/10/2020 PA Score: B Deadline date:30/10/2021

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

Full audit conducted in Tongcheng Shuncheng Garment Co., Ltd. The overall observation shows that the auditee partillay fulfills the requirements of this performance area. The factory established program files of Wages and Benefits; it was according to amfori BSCI Code. The factory collected local minimum wage file. Through interviews with management, staff interviews and document review, the minimum wage, overtime wage, social welfare were complied with regulatory requirements and amfori BSCI requirements. The factory paid workers' wage at the 30th of each following month by cash. Interviews confirmed that employees know the minimum wage and overtime wage; there was no unreasonable deduction occurred. But there was a gap between the following areas and the amfori BSCI requirements:
在桐城市顺成制衣有限公司进行的全面审核中，整体观察显示被审核方部分符合该绩效区域的要求。工厂根据amfori BSCI行为准则制定了工资和福利的程序文件，收集了当地政府最低工资文件。通过管理层访谈，员工访谈和文件审核，工厂确保员工的最低工资，加班工资，社会福利符合法规要求和amfori BSCI的要求。工厂于每月30号以现金的形式准时发放员工上个月的工资。访谈确认员工均了解最低工资，加班工资等内容，没有不合理的扣款发生。但也发现工厂在如下方面和amfori BSCI要求有差距：

5.5 - The main auditee does not respect this principle because the factory did not provide social insurance to any employee. There were total 98 employees, contained 24 employees who had reached retired age, there was no other supplementary insurance. All employees were local residents and have purchased new rural social old-age insurance by themselves, but the factory could not provide corresponding vouchers. Factory representatives and interviewed employees explained that employees are reluctant to buy social insurance.
被审核方未遵循该准则。工厂没有给任何员工缴纳了社会保险，工厂一共有98名员工，包含24名到达退休年纪的员工，没有其他补充的保险。所有员工都是本地居民，均参加了新农合，但是工厂无法提供相应的凭证。工厂代表和访谈员工表示员工不太愿意购买社保。

Remarks from Auditee:
Nil

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 196465] Audit Date: 29/10/2020 PA Score: D Deadline date:30/10/2021

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

Full audit conducted in Tongcheng Shuncheng Garment Co., Ltd. The overall observation shows that the auditee partially fulfills the requirements of this performance area. The factory established program files of Working Hour; it was according to amfori BSCI Code. Through management interviews, workers' interviews and document review, the normal working hour was five days per week, eight hours per day. All employees had one day off per seven days. Workers have enough time to eat and rest; it was complied with regulatory requirements and the amfori BSCI Code. But there was a gap between the following areas and the amfori BSCI requirements:
在桐城市顺成制衣有限公司进行的全面审核中，整体观察显示被审核方部分符合该绩效区域的要求。工厂根据amfori BSCI行为准则制定了工作时间的程序文件。通过管理访谈，员工访谈和文件审核，工厂确保员工每周正常工作5天，每天8小时的工作制，所有员工满足每七天休息一天，工人有足够的休息和吃饭时间，符合法规要求和amfori BSCI的要求。但也发现工厂在如下方面和amfori BSCI要求有差距：

6.2 - The main auditee does not respect this principle because all sample workers' overtime hour had exceeded 36 hours in most months except Feb 2020 and Mar 2020. Based on the attendance records from 01 Sep 2019 to 29 Oct 2020, the maximum monthly overtime were 68 hours (contained 28 hours overtime on workdays and 40 hours overtime on weekends) in Nov 2019.
被审核方未遵循该准则。根据工厂提供的2019/09/01~2020/10/29的考勤记录显示，所有抽样工人在大部分月份（除了2020年2月和2020年3月）的月加班时间超过36小时，最大为68小时（包含28小时平时加班和40小时周末加班），发生在2019年11月。

Remarks from Auditee:
Nil

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 196465] Audit Date: 29/10/2020 PA Score: A Deadline date:30/04/2021

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

Full audit conducted in Tongcheng Shuncheng Garment Co., Ltd. The overall observation shows the auditee partially fulfils the requirement of this performance area. The factory obtains occupational health and safety regulations and laws, and establishes health and safety procedures, including on accident and emergency plan and machines, electricity safety, mechanical safety etc. The factory carries out risk assessments for safe, healthy and hygienic working conditions regularly. Confirmed by workers interview, relevant OHS trainings are provided to workers. For electrcical safety, the factory subcontracts a qualified electrician to management electrcial safety. Protective covers and warning signs are available for electrical facilities. For fire safety, the factory equips adequate fire facilities in production buildings, such as fire hydrants, fire extinguishers, evacuation plan maps, exit signs, emergency lights and fire alarms etc. All these facilities were checked by factory director every month. By testing onsite, fire hydrant, emergency lights and fire alarm were effective. The factory establishs emergency procedure and equip enough first aid box in each workshop, three qualified first aiders were effective in the factory. For mechanism safety, workers understood well of the risk of mechanism. For sanitary facilities, the factory conducts monitoring on the hygiene of drinking water and provides enough toilet and washbasin to workers.The factory did not provide meal for worker, all employees had meal at home. There was no dormitory provided for workers, all of them live at their home. There was no transportation provided for employees, employees ride bicycles or drive car by themselves. However, gaps had been identified in implementation:
在桐城市顺成制衣有限公司进行的全面审核中，整体观察显示被审核方部分符合该绩效区域的要求。工厂收集了健康安全方面的法规条款，并建立了健康安全程序文件，包含工伤事故，紧急预案，电气安全，机械安全等，且定期对工作场所进行风险评估。与员工确认，工厂给员工提供了健康安全方面的相关培训。 在电气安全方面，工厂委托一名电工对电气设施进行定期管控，电气设施安装了防护盖并粘贴了警示标识；在消防安全方面，工厂给所有车间配备了足够的消防设施，例如灭火器，消防栓，消防警铃等。由健康安全负责人每月进行检查。通过现场测试，消防栓，应急灯和警铃可正常使用；在机械安全方面，通过访谈车间的员工，员工了解操作时注意的机械安全内容；工厂建立了应急救护程序，并给每个车间配备了药箱，厂内配备了三名急救员。在卫生设施方面，工厂对饮用水的健康安全卫生进行定期管控，同时给员工提供足够的厕所和洗手台。工厂没有给员工提供伙食，员工都是回家吃饭。工厂没有给员工提供宿舍，他们都住在自己家里。工厂没有提供班车给工人，员工都是自己骑车或者开车上班。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 factory did not follow the regulations and amfori BSCI's requirements for health and safety fully, some issues were raised in health and safety section, such as no Fire Safety Certificate, no finger safeguard or eye safeguard for some sewing machines and others.
被审核方部分遵循该准则。工厂未完全遵循法规和amfori BSCI对健康安全的要求，健康安全方面出现问题，如没有消防验收，部分缝纫机没有安装护指环或挡针板等。

7.2 - The main auditee does not respect this principle because the factory did not provide employment injury insurance for any employees. There were total 98 employees, contained 24 employees who reach to retirement age, there was no other complementary insurance provided.
被审核方未遵循该准则。工厂没有给任何员工缴纳工伤保险。工厂一共有98名员工，包含24名到达退休年纪的员工，没有其他补充的保险。

7.11 - The main auditee partially respects this principle because the factory did not provide the Fire Safety Certificate for the building. The provided Building Structure Safety Certificate showed the building is built in 2013.
被审核方部分遵循该准则。工厂未能提供厂房的消防验收证明。提供的竣工验收证明显示厂房建于2013年。

7.17 - The main auditee partially respects this principle because there was no finger safeguard or eye safeguard for 30% sewing machines in the workshop, there was no complete protective cover on the belt pulley of one sewing machine.
被审核方部分遵循该准则。车间30%缝纫机没有安装护指环或挡针板。车间一台缝纫机的皮带轮没有安装完整的防护罩。

7.25 - The main auditee partially respects this principle because some materials were stacked against the wall in the warehouse.
被审核方部分遵循该准则。仓库里部分材料靠墙堆放。

Remarks from Auditee:
Nil

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 196465] Audit Date: 29/10/2020 PA Score: A Deadline date:

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

Full audit conducted in Tongcheng Shuncheng Garment Co., Ltd. The overall observation shows the auditee fulfils the requirement of this performance area. The policy of recruiting was set up by the factory. And it regulated that the factory would not recruit workers under 16. The factory checked workers' ID during recruiting and HR specialist knew the skills of asking workers' experience and ages when he had any doubt of workers' ID card or age according to interview with HR specilist. After checking all personnel files of workers, no child labor was identified in the factory. Remark: There was no child labour in the factory, the youngest employee in the factory was 25 years old, and joined in the factory on 15 May 2017.
在桐城市顺成制衣有限公司进行的全面审核中，整体观察显示被审核方符合该绩效区域的要求。工厂制定了合适的招聘政策，员工入职时工厂均会查看员工的身份证并且当人事专员对员工年龄有怀疑时，会通过有技巧地面谈以核实员工情况。在审核过程中，通过查阅所有员工的人事资料，未发现有任何童工存在。备注：工厂没有童工，最年轻的员工25岁，于2017年5月15日进厂。

Remarks from Auditee:
Nil

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 196465] Audit Date: 29/10/2020 PA Score: A Deadline date:

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

Full audit conducted in Tongcheng Shuncheng Garment Co., Ltd. The overall observation shows that the auditee fulfills the requirements of this performance area. The factory established program files of Special Protection for Young Workers; it was according to amfori BSCI Code. There was no young worker in the factory. The factory conduct risk assessment for young worker using. Remark: There was no young worker in the factory, the youngest employee in the factory was 25 years old, and joined in the factory on 15 May 2017.
在桐城市顺成制衣有限公司进行的全面审核中，整体现场的情况显示工厂遵循该绩效区域。工厂根据amfori BSCI行为准则制定了保护青年工人的程序文件，工厂没有未成年工。工厂对未成年工的使用进行了风险评估。备注：工厂没有未成年工，最年轻的员工25岁，于2017年5月15日进厂。

Remarks from Auditee:
Nil

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 196465] Audit Date: 29/10/2020 PA Score: A Deadline date:

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

Full audit conducted in Tongcheng Shuncheng Garment Co., Ltd. The overall observation shows the auditee fulfils the requirement of this performance area. Labor contracts were concluded between the factory and workers. Factory also signed long term labor contracts with applicable 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 workers. Based on interview statement of workers, workers understood well of the content of labour contract. All employees were directly hired by the factory, and no illegal employment was identified during the audit.
在桐城市顺成制衣有限公司进行的全面审核中，整体观察显示被审核方符合该绩效区域的要求。工厂和所有员工签订了劳动合同，并与需要签订无固定期限的员工签订了相应的合同。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。所有员工均为工厂直接招聘。审核过程中，工厂无不符合法规的用工形式存在。

Remarks from Auditee:
Nil

Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 196465] Audit Date: 29/10/2020 PA Score: A Deadline date:

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

Full audit conducted in Tongcheng Shuncheng Garment Co., Ltd. The overall observation shows the auditee fulfils the requirement of this performance area. The factory has a policy which prohibits forced labour. The employee handbook is given to all workers stated that workers could resign after prior written notice, and workers are free to leave the workplace outside of their working hours. Disciplinary procedure for workers' misbehaviour is available in the factory, which includes oral warning, written warning and finally termination. There is an internal process for grievance, where workers could report any grievances (harassment, bullying, discrimination etc.) to management or worker representative, without any reprisal for the worker in question. Based on workers interview, relevant trainings are provided to workers and no case on illegal punishment is found the factory.
在桐城市顺成制衣有限公司进行的全面审核中，整体观察显示被审核方符合该绩效区域的要求。工厂建立了禁止强迫劳动的程序文件，并在员工手册中规定，工人提前通知相关部门后即可离职，且工人可以在工作结束后自由离开工作地点而不受任何约束。工厂建立了惩戒性措施，包含口头警告，书面警告以及终止合同。同时，工人可通过内部的申诉系统，将所遇到的骚扰，歧视或不正当的惩戒向工人代表或管理层反馈，并且工厂保证员工的举报行为不受任何报复的风险。根据员工访谈，工人获得了相关的培训，并且工厂内未发现不合理的惩戒情况发生。

Remarks from Auditee:
Nil

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 196465] Audit Date: 29/10/2020 PA Score: A Deadline date:

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

Full audit conducted in Tongcheng Shuncheng Garment Co., Ltd. The overall observation shows that the auditee fulfills the requirements of this performance area. The factory established program files of Protection of the Environment; it was according to amfori BSCI Code. The factory conducted the environmental impact assessment. The factory had developed energy saving procedure. Through management interview, workers interview and document review, the factory provided environmental awareness training for all employees, most employees have a good awareness of environmental protection.
在桐城市顺成制衣有限公司进行的全面审核中，整体现场的情况显示工厂遵循该绩效区域。工厂根据amfori BSCI行为准则制定了保护环境的程序文件。工厂进行了环境影响评价。工厂制定了节能减排的程序。通过管理访谈，员工访谈和文件审核，工厂每年对员工进行环境意识的相关培训，大部分员工对环境保护有很好的认知。

Remarks from Auditee:
Nil

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 196465] Audit Date: 29/10/2020 PA Score: A Deadline date:

GOOD PRACTICES:
Nil

AREAS OF IMPROVEMENT:

Full audit conducted in Tongcheng Shuncheng Garment Co., Ltd. The overall observation shows that the auditee fulfills the requirements of this performance area. The factory established program files of Ethical Business Behaviour; it was according to amfori BSCI Code, and conducted the risk assessment on corruption and bribery. There was no tampering or inconsistent documents found, the collection and use of personal information complied with privacy and information security laws.
在桐城市顺成制衣有限公司进行的全面审核中，整体现场的情况显示工厂遵循该绩效区域。工厂根据amfori BSCI行为准则制定了道德的商业行为的程序文件，并对腐败和贿赂进行了风险评估。审核过程中未发现有篡改的或不一致的文件及记录，个人信息的收集及使用符合隐私和信息安全法。

Remarks from Auditee:
Nil

Summary

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	29/10/2020	196465	D	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos

External photo(s) of the production unit(s)
factory building.JPG

External photo(s) of the production unit(s)
factory gate.JPG

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

Photo first aid facilities
first aid kit.JPG

Photo of fire safety equipment
emergency light test.JPG

Photo of fire safety equipment
evacuation indicators.JPG

Photo of fire safety equipment
evacuation map.JPG

Photo of fire safety equipment
EXIT sign and emergency light.JPG

Photo of fire safety equipment
fire alarm test.JPG

Photo of fire safety equipment
fire alarm.JPG

Photo of fire safety equipment
fire extinguisher.JPG

Photo of fire safety equipment
fire hydrant test.JPG

Photo of fire safety equipment
fire hydrant.JPG

Photo of non-conformity
materials were stacked against the wall.JPG

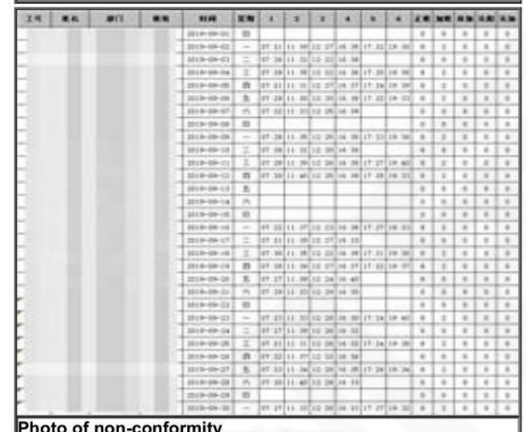
Photo of non-conformity
monthly overtime exceeded 36 hours.jpg

Photo of non-conformity
no complete protective cover.JPG

Photo of non-conformity
no eye safeguard.JPG

Photo of non-conformity
no finger safeguard.JPG

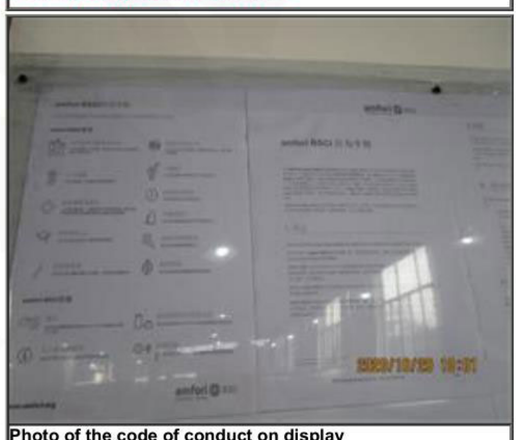
Photo of the code of conduct on display
amfori BSCI code.JPG

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

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

Photo of the inside of the main production hall
drinking water.JPG

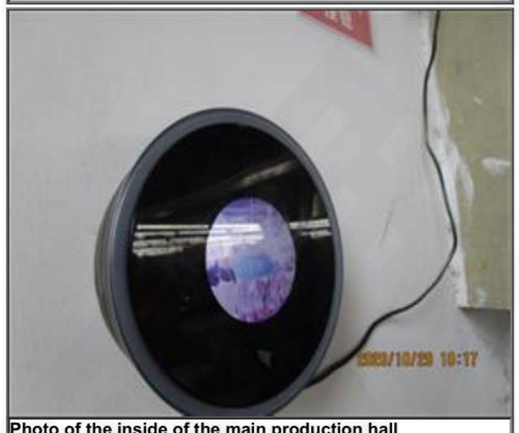
Photo of the inside of the main production hall
electronic attendance machine.JPG

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

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

Photo of the inside of the main production hall
raw material area.JPG

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

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

Photo of the inside of the main production hall
unused mask workshop.JPG

Photo of the personal protection equipments (if applicable)
metal glove.JPG

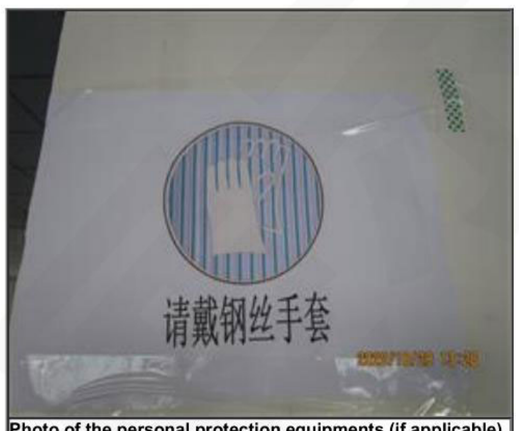

Photo of the personal protection equipments (if applicable)
PPE wearing sign.JPG

Photo of the sanitary facilities
toilet.JPG

Photo of the sanitary facilities
washbasin.JPG