

Monitored Party Dongguan Novaeast Technology Co.,Ltd	amfori ID 156-024548-000	Address NO.8,Yinkeng Rd,Shangyuan Village,Qingxi Town,, DONGGUAN, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner Eurofins CPA
Monitoring Start Date 13/09/2024	Closing Meeting Finished Date 13/09/2024	Submission Date 24/09/2024
Expiration Date 13/10/2025	Announcement Type Semi Announced	
Site Dongguan Novaeast Technology Co.,Ltd	Site amfori ID 156-024548-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination	A	
PA 5: Fair Remuneration	B	
PA 6: Decent Working Hours	D	

PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Audit Company: Eurofins CPA

Lead Auditor name and APSCA number: Shawn Wu / CSCA 21700805

Team Members: None

Names of Observers, Translators, Trainees, Advisors/Consultants (if applicable): None

Audit Schedule Details: The Follow-up Monitoring was planned for 1 auditor x 1 on-site day, and the audit was conducted on September 13, 2024

Announcement Type: Semi Announced

Business partner information:

Dongguan Novaeast Technology Co.,Ltd was established on Jun 28, 2013. The factory was located at NO.8, Yinkeng Rd, Shangyuan Village, Qingxi Town, Dongguan City, Guangdong Province, China. The uniform code of social credit was 914419000719213099. The main products were glass screen protector. The main production processes were CNC, polishing, cleaning, painting, laminating, tempo printing, cutting and packing.

Audited location information:

The auditee rented 1F, 3F, 4F and 5F of one 5-storey building as production area, warehouse and office. In addition, the auditee rented one 7-storey dormitory building. 1F of dormitory building was used as kitchen and canteen. The total area of factory was 7,994 square meters.

Working Hours:

The auditee used electronic attendance system to record workers' working hours. The auditee had no obvious peak season. The attendance records from Sep 2023 to audit day were provided for review. Auditor selected Dec 2023, Apr 2024 and Jul 2024 as samples. Three shifts were arranged for security guards (1st shift: 7:00~15:00; 2nd shift: 15:00~23:00; 3rd shift: 23:00~7:00). One shift was arranged for cooks (6:30~8:30, 10:00~13:00, 15:30~18:30). One shift was arranged for office employees (8:00~12:00, 13:30~17:30). One shift was arranged for other employees (7:45~11:45, 13:20~17:20). The normal working hours were 8 hours per day and 40 hours per week. Employees could rest at least 1 day per week. The maximum daily overtime hours were 3 hours. In Dec 2023 as 1st sampled month, the maximum weekly working hours were 60 hours (standard weekly working hours: 40 + maximum weekly OT: 20); In Apr 2024 as 2nd sampled month, the maximum weekly working hours were 59 hours (standard weekly working hours: 40 + maximum weekly OT: 19); In Jul 2024 as 3rd sampled month, the maximum weekly working hours were 60 hours (standard weekly working hours: 40 + maximum weekly OT: 20). The monthly overtime hours exceeded legal limit of 36 hours in sampled months.

Compensation:

The payroll records were review to Aug 2023 in initial audit (previous audit). The payroll records from Sep 2023 to Jul 2024 were provided for review during this follow up audit. Auditor selected Dec 2023, Apr 2024 and Jul 2024 as samples. Wages were calculated on hourly rate and were issued by cash at the end of the following month. The lowest wage paid to workers was CNY10.92 per hour (CNY1900 per month) which was equal with the local minimum wage requirement. Workers were paid 150%, 200% and 300% of normal rate for overtime on weekdays, rest days and national holidays respectively. When no overtime was arranged on national holidays and normal wage was paid for workers on national holidays. Not all the employees were covered by social insurance. Based on latest roster and social insurance records of Jun 2024/Jul 2024/Aug 2024 review, there were total 93 workers. There were 3 retirees at the factory. There was no newly joined worker, temporary worker or dispatched worker at the factory. However, as per social insurance record of Aug 2024 review, only 49 of the 90 eligible employees (excluding retirees) were enrolled in work-related injury insurance, medical insurance (including maternity insurance), retirement insurance and unemployment insurance. In addition, 3 retirees were enrolled in specific personnel work-related injury insurance. Remark: 60 employees (including the employees who were not covered by injury insurance) were covered by group commercial insurance and its valid date was from Nov 7, 2023 to Nov 6, 2024.

Numbers of Workers:

There were total 93 employees at the factory included 27 office employees and 66 non-office employees. There were 49 males and 44 females. All employees were permanent employees. There was no temporary worker or home worker.

There was no foreign migrant employee and there were 71 domestic migrant employees from other provinces in China. There was no young worker, and the youngest worker was 20 years old.

Good Practices:

None

Worker Union/Organization Details:

There was no Trade Union established at the factory. There was one worker representative elected by workers.

Circumstances:

Factory management were cooperative with Auditor and provided full access to the whole facility. Management provided required documents and records in time, accompanied Auditor with factory tour and provided assistance when Auditor selected workers for interviews. Management Representative attended the closing meeting, confirmed all the findings and signed the on-site audit findings report without any argument. There was no special circumstance during the audit.

Summary of Findings:

In this audit, the performance areas which needed improvement were as follows: PA1, PA2, PA5, PA6, PA7, PA13.

#LivingWage:

The basic living wage was CNY2317.05 which was manually collected and calculated by the auditor through Ankers methodology. BLW calculation sheet was uploaded as part of the report attachments.

Remark:

1. The government waiver, agency labor contract and collective bargaining agreement were not provided as those documents were not applicable for the auditee.
2. This audit was follow-up audit and only covered PA1, PA2, PA5, PA6, PA7, PA13. This audit did not cover PA 12: Protection of the Environment, so official environment document was not attached in Document Report.
3. The employees' personal information was hidden on the reports and attachments (such as payroll records, attendance records and so on). This was to comply with the requirements of the Personal Information Protection Law of the People's Republic of China and GDPR.
4. Besides the auditee, the other factory was located in the same production building. The 2nd floor of the production building was used by that other factory named Dongguan Dongba Electronic Technology Co., Ltd, which had independent business license. Per factory tour, management and worker interview, the auditee did not share worker, production area or machine with the other factory. The other factory was not covered during the audit.

SITE DETAILS

Site	Site amfori ID
Dongguan Novaeast Technology Co.,Ltd	156-024548-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables
Sub Industry		
Housewares & Specialties		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	93	Workers
Legal minimum wage in local currency	1,900	Monthly
Lowest wage paid for regular work at the site	1,900	Monthly
Calculated living wage in local currency	2,317.05	Monthly
Total sample	7	Workers

Other Metrics

Male workers	49	Workers
Female workers	44	Workers
Permanent workers - Male	49	Workers
Permanent workers - Female	44	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	7	Workers
Management - Female	8	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers with night shift - Male	3	Workers
Workers with night shift - Female	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Domestic migrant workers - Male	38	Workers
Domestic migrant workers - Female	33	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	49	Workers
Workers hired directly - Female	44	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Pregnant workers	0	Workers

Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	4 Workers
Sample - Female	3 Workers

FINDINGS



PA1: Social Management System

Site: Dongguan Novaeast Technology Co.,Ltd | Site amfori ID: 156-024548-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
<p>Finding</p>	
<p>Previous finding: Per document review, management representation and employee interview, the factory had established management system according to amfori BSCI requirement, and the management knew basic requirement of amfori BSCI. However, the factory didn't effectively implement it, which lead to some issues appeared in Social Management System, Workers Involvement and Protection, Wage & benefits, Working hours, Health & Safety, Ethical Business Behavior, etc.</p> <p>This question is rated as Partially because the management system was established but not implement it effectively.</p> <p>In accordance with Performance Area 1.1: Social Management System and Cascade Effect 1.1.</p> <p>Not corrected in this follow up audit. Based on satisfactory evidence, the auditee partially respected this principle, because based on document review, management / worker interview, the auditee has established social compliance management procedures. However, the auditee did not establish a fully effective management system to implement the amfori BSCI CoC and non-compliances were identified in some performance areas. (In accordance with amfori BSCI code PA 1.1)</p>	<p>前次不符合项：根据文件查阅，管理层表述和员工访谈，工厂有按照amfori BSCI要求建立相关体系，且管理者代表了解amfori BSCI基本要求，但由于未有效执行，导致在管理体系，员工参与和保护，工资福利，工作时间，健康安全，商业道德等方面出现问题。</p> <p>由于工厂有建立管理体系，未有效实施，此问题判定为部分不符合。</p> <p>根据执行领域1.1：社会管理体系和级联效应1.1。</p> <p>在本次跟进审核时没有纠正。根据充足证据，工厂部分达到此项要求，基于文件评审、管理层/员工访谈，被审核工厂建立起了社会责任管理程序。但是被审核工厂没有能建立一个完全有效的管理体系以执行amfori BSCI行为守则的要求，在几个执行领域发现有待完善的地方。(根据amfori BSCI行为守则表现区域1.1)</p>

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
<p>Finding</p>	
<p>Previous finding: Per document review and management interview, the factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery</p>	<p>前次不符合项：根据文件查阅及管理层访谈，审核发现工厂没有足够的员工或者进行良好的生产组织来达成交付订单和/或合同预期，以至于员工加班超出法律规定。</p>

Finding	
<p>order and/or contracts, so that employees' overtime hours exceeded legal limit.</p> <p>This question is rated as Partially because the facility established capacity planning procedure, but it not implemented effectively.</p> <p>BSCI Code of Conduct PA1.4: The auditee should organize its workforce capacity to meet the expectations of the delivery order and/or contracts.</p> <p>Not corrected in this follow up audit. Based on satisfactory evidence, the auditee partially respected this principle, because based on document review, management / worker interview, the auditee has established the workforce planning procedure. However, the procedure was not effectively implemented which led to workers' monthly overtime hours exceeded the legal requirement. (In accordance with amfori BSCI code PA 1.4)</p>	<p>由于工厂制定了产能规划程序，但未有效实施，此问题判定为部分不符合。</p> <p>BSCI行为守则PA1.4：被审核方（生产商）组织其劳工来达成交付订单和/或合同预期和要求。</p> <p>在本次跟进审核时没有纠正。根据充足证据，工厂部分达到此项要求，基于文件评审、管理层/员工访谈，工厂建立了产能规划程序，但该程序没有有效执行，导致员工月加班时间超过法规要求。（根据amfori BSCI行为守则表现区域1.4）</p>



PA 2: Workers Involvement and Protection

Site: Dongguan Novaeast Technology Co.,Ltd | Site amfori ID: 156-024548-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previous finding: Per document review, management representation and employees interview, it was noted that the factory defined a long-term goals to protect workers according to BSCI COC. However, there was no worker involved in defining the goals.</p> <p>This question is rated as Partially because the long-term goals had been defined.</p> <p>BSCI Code of Conduct PA2.2: The auditee defines long-term goals (workers should be involved in) to protect workers according to the BSCI Code of Conduct.</p> <p>Not corrected in this follow up audit. Based on satisfactory evidence, the auditee partially respected this principle, because based on document review, management / worker interview, the auditee defined long term goals to protect workers according to the BSCI COC. However,</p>	<p>前次不符合项：根据文件查阅，管理层表述和员工访谈，审核发现工厂按照BSCI要求设立长期目标保护员工，但是长期目标的拟定没有员工参与。由于长期目标已经建立，此问题判定为部分不符合。</p> <p>BSCI行为守则PA2.2：被审核方（生产商）按照BSCI行为守则明确长期目标以保护工人，并且让员工参与拟定。</p> <p>在本次跟进审核时没有纠正。根据充足证据，工厂部分达到此项要求，基于文件评审、管理层/员工访谈，工厂有按照BSCI行为守则的期望制定明确保护工人的长期目标，但长期目标的拟定没有员工参与和工厂没有对目标进行追踪。（根据amfori BSCI行为守则表现区域2.2）</p>

Finding	
there was no worker involved in defining the goals and the auditee did not track the goals regularly. (In accordance with amfori BSCI code PA 2.2)	

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previous finding: Per factory tour, management representation and employee interview, the factory had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the management. This question is rated as Partially because the factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement. BSCI Code of Conduct PA2.5: The auditee establishes or participates in an effective grievance mechanism for individuals and communities.</p> <p>Not corrected in this follow up audit. Based on satisfactory evidence, the auditee partially respected this principle, because based on document review, management / worker interview, the factory had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the management. However, the factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement. (In accordance with amfori BSCI code PA 2.5)</p>	<p>前次不符合项：根据现场走访，管理层表述及员工访谈，审核发现工厂建立和参与了有效的个人申诉机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。由于工厂尚未创建给当地社区提供申诉的渠道，此问题判定为部分不符合。</p> <p>BSCI行为守则PA2.5：被审核方（生产商）建立或参与了有效的个人和团体申诉机制。</p> <p>在本次跟进审核时没有纠正。根据充足证据，工厂部分达到此项要求，基于文件评审、管理层/员工访谈，审核发现工厂建立和参与了有效的个人申诉机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。但是工厂尚未创建给当地社区提供申诉的渠道。（根据amfori BSCI行为守则表现区域2.5）</p>



PA 5: Fair Remuneration

Site: Dongguan Novaeast Technology Co.,Ltd | Site amfori ID: 156-024548-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

LOCAL LANGUAGE

Finding

Previous finding: Per document review and management interview, the factory didn't collect the figure of decent living wage of its region to identify the possible gap and take potential action to fill the gap.

This question is rated as No because the factory management was also not well aware of decent living wage.

BSCI Code of Conduct PA5.4: The auditee provides sufficient remuneration that allows workers to meet a decent living standard.

Partially corrected in this follow up audit. Based on satisfactory evidence, the main auditee partially respects this principle, because based on document review, management / worker interview, 7 sampled workers' wages were reviewed in Dec 2023, Apr 2024 and Jul 2024 and the lowest total wages reviewed were more than the basic living wage of local city. The management had a basic understanding about the concept of basic living wage. However, the factory didn't collect the figure of decent living wage of its region. (In accordance with amfori BSCI code PA 5.4)

前次不符合项：根据文件查阅及管理层访谈，工厂未能收集当地的体面生活工资，从而发现与其实际支付工资的差距，并致力于提供能满足员工基本生活需求的工资。

工厂管理层对体面生活工资的认识不够充分，此问题判定为不符合。

BSCI行为守则PA5.4：被审核方（生产商）提供让工人达到体面生活标准的足够报酬。

在本次跟进审核时部分纠正。根据充足证据，工厂部分达到此项要求。基于文件评审、管理层/员工访谈，7名抽样员工在抽样的2023年12月，2024年4月，2024年7月最低总工资均高于当地基本生活需求工资的要求。工厂管理者对于基本生活需求工资的概念有基本的理解，但工厂未能收集当地的体面生活工资。（根据amfori BSCI行为守则表现区域5.4）

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

ENGLISH

LOCAL LANGUAGE

Finding

Previous finding: Per document review and management interview, the factory's coverage of social insurance was insufficient. According to the social insurance payment receipt of September 2023 provided by factory management, it was noted that 42 out of 96 employees (43.8%) were provided with accident insurance, 38 out of 96 employees (39.6%) were provided with pension, medical, unemployment and maternity insurance. The factory provided a commercial accident insurance with valid period from November 4, 2022 to November 3, 2023 to 61 employees. This question is rated as No because the factory

前次不符合项：审核发现工厂的社会保险覆盖不足。根据厂方提供的2023年9月社会保险缴费单据显示工厂为42/96名（43.8%）员工提供了工伤保险，为38/96名（39.6%）员工提供了养老、医疗、失业和生育保险。工厂为61名员工提供了一份有效期为2022年11月4日至2023年11月3日的商业意外保险。工厂暂时没有计划给所有员工提供社保，此问题判定为不符合。

根据《中华人民共和国劳动法》第73条。

在本次跟进审核时没有纠正。根据充足证据，工厂未达到此项要求，根据文件评审、管理层/员工访谈，员工社保购买不足。根据提供的最新的花名册

Finding

had no plan to provide social insurance to all employees currently.

Not corrected in this follow up audit. Based on satisfactory evidence, the auditee did not respect this principle, because based on document review, management / worker interview, not all the employees were covered by social insurance. Based on latest roster and social insurance records of Jun 2024/Jul 2024/Aug 2024 review, there were total 93 workers. There were 3 retirees at the factory. There was no newly joined worker, temporary worker or dispatched worker at the factory. However, as per social insurance record of Aug 2024 review, only 49 of the 90 eligible employees (excluding retirees) were enrolled in work-related injury insurance, medical insurance (including maternity insurance), retirement insurance and unemployment insurance. In addition, 3 retirees were enrolled in specific personnel work-related injury insurance. Remark: 60 employees (including the employees who were not covered by injury insurance) were covered by group commercial insurance and its valid date was from Nov 7, 2023 to Nov 6, 2024. Based on management / worker interview, the employees who did not purchase social insurance stated that they had joined new rural social pension insurance and not willing to join social insurance. (In accordance with Social Insurance Act of the People's Republic of China, article 2 and article 4)

和2024年6月、7月和8月的社保凭证，工厂共有93名员工。工厂有3名退休工，无新员工、无临时工和派遣工。根据2024年8月的社保记录评审，90名符合参保条件的员工（不包含退休工）中仅49名员工购买了工伤保险、医疗保险(包含生育保险)、养老保险及失业保险。另外，3名退休工有购买特定人员工伤保险。备注：60名员工（包含没被工伤社保覆盖的员工）被团体商业保险覆盖，有效期从2023年11月7日至2024年11月6日。根据管理层/员工访谈，没有购买社保的员工已参加新农保，不愿意参与社保。(根据《中华人民共和国社会保险法》第二条&第四条)

PA 6: Decent Working Hours

Site: Dongguan Novaeast Technology Co.,Ltd | Site amfori ID: 156-024548-001

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Previous finding: Per time records review and employee interview, it was noted that 30 out of 30 sample population employees worked in excess of the statutory overtime hour limits. A review of the sample population employees' time records (10 samples from current paid month of August 2023, 10 samples from July 2023 and 10 samples from

前次不符合项：根据厂方提供的工时记录，审核发现30/30名抽样员工（2023年8月10名，2023年7月10名，2023年1月10名）加班时间超出了法定标准，具体为：
1）2023年8月，10/10名员工的月加班时间为75到76小时；
2）2023年7月，10/10名员工的月加班时间为80小

Finding

January 2023) yielded the following:

- 1) In August 2023, 10 out of 10 sample population employees worked 75 to 76 overtime hours per month;
 - 2) In July 2023, 10 out of 10 sample population employees worked 80 overtime hours per month;
 - 3) In January 2023, 10 out of 10 sample population employees worked 38 overtime hours per month.
- This question is rated as No because the factory did not take action to control the overtime hours of employees.

In accordance with Article 41 of the Labor Law of the PRC.

Not corrected in this follow up audit. Based on satisfactory evidence, the auditee did not respect this principle, because based on document review, management / worker interview, workers' monthly overtime hours exceeded legal limit of 36 hours. Sampling 7 employees' time records were reviewed in Dec 2023 (random month), Apr 2024 (random month) and Jul 2024 (current paid month). 7 out of 7 sampled workers' monthly overtime hours exceeded legal limit of 36 hours and the maximum monthly overtime hours were 82 hours in Dec 2023, 6 out of 7 sampled workers' monthly overtime hours exceeded legal limit of 36 hours and the maximum monthly overtime hours were 71 hours in Apr 2024, 5 out of 7 sampled workers' monthly overtime hours exceeded legal limit of 36 hours and the maximum monthly overtime hours were 76 hours in Jul 2024. (In accordance with PRC Labor Law article 41).

Remark: All interviewed workers stated that overtime work was voluntary. There was at least one day off per week. Overtime wages were paid as per local law. In addition, no risks were added. Hence, No ZT was raised.

时；

- 3) 2023年1月，10/10名员工的月加班时间为38小时。

工厂没有采取措施控制员工的加班时间，此问题判定为不符合。

根据《中华人民共和国劳动法》第41条。

在本次跟进审核时没有纠正。根据充足证据，工厂未达到此项要求，基于文件评审、管理层/员工访谈，月加班超过法定的36小时。抽样7名员工的考勤在2023年12月（随机月）、2024年4月（随机月）和2024年7月（当前发薪月）。在2023年12月7名抽样的员工中的7名的月加班超过法定的36小时，最大月加班为82小时、在2023年4月7名抽样的员工中的6名的月加班超过法定的36小时，最大月加班为71小时、在2024年7月7名抽样的员工中的5名的月加班超过法定的36小时，最大为76小时。（根据《中华人民共和国劳动法》第41条）

备注：所有访谈员工陈述加班是自愿的。每周至少休息1天，加班费按照本地法规支付。另外没有增加风险。因此，没有零容忍问题发出。

PA 7: Occupational Health and Safety

Site: Dongguan Novaeast Technology Co.,Ltd | Site amfori ID: 156-024548-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding	
<p>Previous finding: Per document review and management representation, it was noted that the factory did not provide regular occupational health checks to employees in workshop who were in contact with dusts and noise.</p> <p>This question is rated as No because the factory had no plan to provide to occupational health checks to employees currently.</p> <p>In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.</p> <p>Partially corrected in this follow up audit. Based on satisfactory evidence, the auditee partially respected this principle, because based on onsite observation, document review, management / worker interview, the factory established the occupation health & safety management procedures. However,</p> <ol style="list-style-type: none"> 1. The auditee did not fully comply with the health and safety legal requirement. Details please refer to relevant findings of following in PA 7. (In accordance with amfori BSCI code PA 7.1) 2. The annual occupational health examinations were provided to the employees who engaged in the post with occupational disease hazards (contacting dust, noise, chemicals), but occupational health examinations when the pre-job and off position were not provided to the above-mentioned employees. (In accordance with PRC Occupational Disease Prevention Law article 35) 	<p>前次不符合项：根据文件查阅及管理层表述，审核发现厂方没有为在车间接触粉尘和噪音的员工提供职业病体检。</p> <p>工厂暂时没有计划给员工提供职业病体检，此问题判定为不符合。</p> <p>根据《中华人民共和国职业病防治法》第35条。</p> <p>在本次跟进审核时部分纠正。根据充足证据，工厂部分达到此项要求，基于现场观察、文件评审、管理层/员工访谈，工厂建立了职业健康安全管理程序。但是：</p> <ol style="list-style-type: none"> 1.审核员发现工厂没有完全符合安全健康的法规要求。详情请参考PA7下面相关问题点。(根据amfori BSCI行为守则表现区域7.1) 2.审核员发现工厂有给接触职业病危害（接触粉尘、噪音和化学品）作业的员工提供年度职业健康检查，但是没有给上述员工提供岗前和和离岗的职业健康检查。(根据《中华人民共和国职业病防治法》第三十五条)

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>New finding: Based on satisfactory evidence, the auditee partially respected this principle, because based on onsite observation, management / worker interview, all chemical containers were posted with chemical labels. However, one detergent container in cleaning area was not stored in secondary container to prevent from leakage. (In accordance with Regulation for Safety of Dangerous Chemical article 20)</p>	<p>新审核发现：根据充足证据，工厂部分达到此项要求，基于现场观察、管理层/员工访谈，所有化学品容器有张贴化学品标识。然而清洗区域的1个清洗剂容器没有放置在二次容器防止泄露。(根据《危险化学品安全管理条例》第二十条)</p>

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previous finding: 1. Per factory tour, document review and management interview, the structural license of the dormitory building indicated that the building was 6 floors for the dormitory, the added 7F was not included. The dormitory building was built in 2007, while the factory management was not clear about when 7F was added, and they did not provide building inspection report issued by qualified third party.</p> <p>2. Per factory tour, document review and management interview, the provided fire permit indicated that the dormitory building were 6-storey, which did not cover the added 7th floor of the dormitory. The dormitory building was built in 2007, while the factory management was not clear about when 7F was added, and they did not provide inspection report on fire facilities issued by qualified third party.</p> <p>Not corrected in this follow up audit. Based on satisfactory evidence, the auditee partially respected this principle, because based on onsite observation, management / worker interview and document review, dormitory building looked stable and safe. However, the fire license and construction approval of dormitory building were 6-storey, which did not cover the added 7th floor of the dormitory. Remark information: (1) Construction approval showed that 1F~6F of dormitory building was completed in 2007. The dormitory building was rented from landlord, factory representative was not clear about completion year of the added 7F for dormitory building. (2) Factory did not provide building safety inspection report and inspection report on fire facilities issued by qualified third company for the dormitory building. (In accordance with PRC Fire Prevention Law article 13, In accordance with PRC Construction Law article 61)</p>	<p>前次不符合项：1. 根据现场走访，文件查阅及管理层访谈，发现工厂提供的宿舍楼的竣工验收报告显示其只有6层，未包括加建的7层。宿舍楼2007年竣工，但是工厂管理层不清楚其加建部分的建成年份。另外未提供有资质的第三方的结构安全检查报告。</p> <p>工厂提供了生产楼的竣工验收报告，此问题判定为部分不符合。</p> <p>根据《中华人民共和国建筑法》第61条；《建设工程质量管理条例》第49条。</p> <p>2. 根据现场走访，文件查阅及管理层访谈，工厂提供的消防验收显示宿舍楼为6层，未包括加建的宿舍7楼。宿舍楼2007年竣工，但是工厂管理层不清楚其加建部分的建成年份，另外未提供第三方的消防设施检测报告。</p> <p>工厂提供了生产楼的消防验收检查，此问题判定为部分不符合。</p> <p>根据《建设工程消防设计审查验收管理暂行规定》第14条</p> <p>在本次跟进审核时没有纠正。根据充足证据，工厂部分达到此项要求，基于现场观察、管理层/员工访谈和文件评审，宿舍楼外观上是稳固和安全的。工厂提供的宿舍楼的竣工验收报告和消防验收显示其只有6层，未包括加建的7层。备注：(1) 竣工验收显示宿舍楼的1-6层2007年竣工，工厂从房东处租用的宿舍楼，工厂管理层不清楚其加建的7楼的建成年份。(2) 工厂没有提供宿舍楼的第三方发出的建筑安全的检查报告和消防设施的检查报告供参考。(根据《中华人民共和国消防法》第十三条；根据《中华人民共和国建筑法》第61条)</p>

Question: 7.24 Is there satisfactory evidence that the auditee has chosen the location of the social facilities or workers housing to ensure occupants are not exposed to natural hazards or affected by the operational impacts of the worksite (for example noise, emissions or dust)?

ENGLISH	LOCAL LANGUAGE
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Finding

Previous finding: Per factory tour, it was noted that the facility did not provide safe place (i.e. lockable cabinet) for workers to keep their personal belongings in the dormitory areas.

This question is rated as No because the factory management was not aware of the BSCI Code. BSCI Code of Conduct PA7.24: The safe place should be provided in the dormitory for workers to keep their personal belongings.

Not corrected in this follow up audit. Based on satisfactory evidence, the auditee partially respected this principle, because based on onsite observation, management / worker interview, the dormitory building was clean. However, no locker was provided for workers living in the dormitory rooms. (In accordance with amfori BSCI code PA 7.24)

前次不符合项：根据现场走访，审核发现工厂宿舍区没有提供安全设施（如带锁储物柜）给员工储存私人物品。

工厂管理层不知晓该BSCI行为守则要求，该问题判定为不符合。

BSCI行为守则PA7.24：被审核方（生产商）应在宿舍区提供安全设施给员工储存私人物品。

在本次跟进审核时没有纠正。根据充足证据，工厂部分达到此项要求，基于现场观察、管理层/员工访谈，宿舍楼是干净卫生的。但是工厂没有提供居住宿舍员工储物柜。（根据amfori BSCI行为守则表现区域7.24）

PA 13: Ethical Business Behaviour

Site: Dongguan Novaeast Technology Co.,Ltd | Site amfori ID: 156-024548-001

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

ENGLISH

LOCAL LANGUAGE

Finding

Previous finding: According to the document review and management interview, it was noted that the factory had established the anti-corruption and anti-bribery policy, besides, the factory conducted risk assessment on corruption, but the factory did not establish prevention measures of all risks for different positions. Thus, auditor cited it as "partially".

In accordance with BSCI Code of Conduct PA13.1.

Partially corrected in this follow up audit. Based on satisfactory evidence, the auditee partially respected this principle, because based on management / worker interview and document review, the factory established the ethics and integrity risk assessment, but all control countermeasure was the same, the control countermeasure was not set in accordance with different ethics and integrity items. (In accordance with amfori BSCI code PA 13.1)

前次不符合项：通过文件审核和管理层访谈，审核员发现工厂有建立了反腐败反贿赂的政策，并且有进行廉政风险评估，但没有针对各个岗位风险制定对应的预防措施。所以，审核员判定此问题为部分不符合。

根据BSCI条款13.1。

在本次跟进审核时部分纠正。根据充足证据，工厂部分达到此项要求，基于管理层/员工访谈和文件评审，审核发现工厂有建立道德和诚信的风险评估，但所有的控制对策都是一样的，没有根据不同的道德诚信项目设定不同的控制对策。（根据amfori BSCI行为守则表现区域13.1）