

Monitored Party Wenzhou Naibao lock Co., LTD	amfori ID 156-060263-000	Address No.6 Qingsong Road, Wutian Street, Ouhai District, Wenzhou, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ALGI HOLDING COMPANY LLC
Monitoring Start Date 10/01/2025	Closing Meeting Finished Date 17/01/2025	Submission Date 17/01/2025
Expiration Date 17/01/2026	Announcement Type Semi Announced	
Site Wenzhou Naibao lock Co., LTD	Site amfori ID 156-060263-001	

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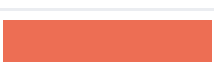

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OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	B	

GENERAL DESCRIPTION

Name of lead auditor: Joy Zhang, APSCA registration No. CSCA21702058.

Name of team auditor: N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): N/A

Monitoring partner name: ALGI China

Audit schedule details: The audit was planned for 1 auditor x 1 onsite day. The full audit (Semi announced) was conducted on January 10, 2025. It was in total 1.5 days (including 0.5 day for report writing).

Business partner information: Wenzhou Naibao lock Co., LTD (Local Name: 温州耐保锁业有限公司, Uniform Code of Social Credit: 91330304663944002R) was located at No.6 Qingsong Road, Wutian Street, Ouhai District, Wenzhou, China. The factory was established in 2007 and specialized in manufacture of Bicycle lock, Motorcycle lock. Main production processes included stamping, assembling and packing. No service or production process was subcontracted.

Audited location information:

There were 4 blocks of buildings including one 5-storey buildings, one 6-storey building and two 3-storey building within the boundary. The audited factory used part of the third floor of one 5-storey building as production, office and warehouse. The rest part of the third floor of one 5-storey building, the first floor, the second floor and the fifth floor of one 5-storey building were used by other factory named 'Wenzhou City Ouhai Dahongyun Luggage Co., LTD (local name: 温州市瓯海大鸿运箱包有限公司)' as production workshop and manufactured luggage. The fourth floor of one 5-storey building was used by other factory named 'Wenzhou Dingchen Garment Technology Co., LTD (local nema: 温州鼎宸服饰科技有限公司)' as production workshop and manufactured garment. The two 3-storey building and the one 6-storey building were used by 'Wenzhou City Ouhai Dahongyun Luggage Co., LTD (local name: 温州市瓯海大鸿运箱包有限公司)' as production workshop, office, warehouse and manufactured luggage. These factory anf the audited factory had independent business license, and no shared workers, business or production between them, therefor these factory were not included in current audit scope. The ownership of these facilities premises were separate possession by each other and no canteen or dormitory.

Operating shifts and hours: Peak season in the factory was not obvious during the past year. Normal working days were from Monday to Friday. One shift was arranged for all employees: 07:30-11:30, 13:00-17:00. Workers worked overtime voluntarily, the maximum was 2 hours on weekdays and 8 hours on Saturdays if production needed. All workers could have 1 day off per 7 days.

Time recording system: The factory used fingerprint attendance system to record all employees' working time. During the current audit, attendance records from December 1, 2023 to audit day were provided for review, and 6 workers attendance records were sampled, sampled months were March 2024 (random month), August 2024 (random month) and November 2024 (last paid month).

Salary payment details: Based on documents review and management interview, it was noted that all employees in the factory were paid by hourly rate. Wages were paid on 30th of each following month by cash, and last paid month was November 2024. During the current audit, payroll records from December 2023 to November 2024 were provided for review, and the sample size and sampled months were the same as attendance records.

Worker number information:

- 1.Total 21 employees (including 10 production workers and 11 non-production workers) worked in the factory.
- 2.5 males and 5 females were production workers.
- 3.No domestic migrant worker worked in the factory. No young workers, child labor, disabilities, Pregnant, suckling period workers worked in the factory during audit.
- 4.No interns, apprentices, contractor workers etc. worked in the factory during audit.

Good practices: No Good practice was noted in the audit.

Worker organization details: There was no Trade Union or worker committee available in the factory, but there were 2 workers' representatives freely elected by workers.

Circumstances: Mr. Zhang Shengli/General Manager, Mr. Ji Wewei/Worker representative attended in the opening and closing meetings. The opening meeting started at 07:30 on January 10, 2025, and the closing meeting ended at 17:00 on January 10, 2025. The factory management and worker (representative) showed a positive attitude to this audit during the whole process. At the end of the audit, all the findings were accepted by the audited factory.

The special circumstances can be classified as followed: No special circumstances were noted during this audit.

Summary of findings:

PA1

1.1 The factory did not set up a fully effective management system.

1.4 The factory established procedure on workforce planning, but it was not running effectively, which led to excessive overtime hours.

PA2

2.2 Workers and worker representative were not involved in long-term goals setting.

2.5 Imperfect grievance mechanism.

PA5

5.4 The factory did not establish the procedure to calculate local living wage, all sampled workers' wage for regular working time was higher than local living wage.

5.5 Insufficient social insurance participated.

PA6

6.2 Overtime exceeded legal law requirement.

PA7

7.1 Non-compliances with Health and Safety local law and regulations and some goods were stored against the walls.

7.3 The factory did not provide workshop occupational hazard factor test report, such as noise occupational hazardous factor in stamping workshop. And the factory did not provide pre-the-job, on-the-job, off-the-job occupational diseases examination for workers in stamping workshop.

7.4 The factory did not provide evidence to prove that the workers or their representatives had attended the risk assessment, the development and implementation of the OHS systems.

7.8 The emergency procedure (regarding fire emergency, injury, first aid etc), but the procedure was not posted in the workshop.

7.9 Stamping workshop with noise hazard, the factory did not posted occupational hazard warning cards at stamping workshop.

PA12

12.5 The factory did not keep statistics on the amount of water used.

PA13

13.1 The factory did not sign written agreement about following anti-corruption policy with workers.

13.4 The factory established the policy and procedure regarding personal privacy protection and information security, but the related training was not provided to employees.

Living wage calculation:

1. The local legal minimum wage standard was CNY2280 per month (or equal to CNY13.10 per hour) before January 1, 2024, and CNY 2490 per month (or equal to CNY14.31 per hour) since January 1, 2024.

2. #LivingWage: [The audited factory was located in Wenzhou City, which cannot be found on the GLWC website. So the auditor used the basic living wage CNY2,895.06 per month which was manually collected and calculated by the auditor through Anker's methodology.

The Living wage calculation technique used by the auditor is to be inquired the resident consumption parameters published on the local government's public website and yearbook. Afterwards, there are calculated the relevant data of local living wage according to the proportion of Anker methodology of the key parameters. Relevant data comes from the website or yearbook data published by the local government. Basic living wage calculation manually collected by the auditor is uploaded as part of the report attachments.]

Precautions taken about #COVID-19 in the facility: Not Applicable.

Remark: Remark: 1. The government waiver, agency labor contract and collective bargaining agreement were not available for the factory on the audit day, which made those documents not applicable; 2. Some uploaded attachments (such as wage records and time records) involve employees' personal information, which is protected. This is to comply with the requirements of the Personal Information Protection Law of the People's Republic of China, the requirements of amfori BSCI and GDP

SITE DETAILS

Site
Wenzhou Naibao lock Co., LTD

Site amfori ID
156-060263-001

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry 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	21	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	4,100	Monthly
Calculated living wage in local currency	2,895.06	Monthly
Total sample	6	Workers

Other Metrics

Male workers	9	Workers
Female workers	12	Workers
Non-binary workers	0	Workers
Permanent workers - Male	9	Workers
Permanent workers - Female	12	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	4	Workers
Management - Female	7	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	9	Workers
Workers hired directly - Female	12	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	2	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Wenzhou Naibao lock Co., LTD | Site amfori ID: 156-060263-001

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
Finding	
<p>1.1 As per documents review, onsite observation, interview of management and workers, the factory established social compliance procedures such as wage and benefits management procedure, working hour management procedure, health and safety management procedure, protection of environment procedure to implement amfori BSCI Code of Conduct. But the factory did not have a systematic planning on compliance and supervision, some non-compliance issues were detected regarding management system, workers involvement and protection, fair remuneration, decent working hours, occupational health and safety, protection of environment, Ethical Business Behaviour. Details please refer to Performance Areas 1, 2, 5, 6, 7, 12, 13. The management stated that it was subject to conditions into day-to-day business practices, some requirements could not be implemented immediately. The question is rated as partially because the factory had established management system to comply with amfori BSCI Code of Conduct but not implemented effectively in some performance areas. This is partially in compliance with requirements of BSCI CoC.</p>	<p>1.1根据文件审核，现场观察，管理层和工人访谈，工厂有建立社会责任程序文件如工资福利程序，工作时间管理程序，健康安全程序和保护环境程序去执行amfori BSCI的行为准则。但是在遵守和监督方面没有系统的规划，因为在此次审核中，发现了关于管理系统，员工参与和保护，公平报酬、体面劳动时间、职业健康与安全，环境保护，道德的商业行为的问题。具体请参见区域1、2、5、6、7、12、13。管理人员解释说工厂在日常管理中受条件限制，还是有部分要求无法马上落实。该问题被评为局部符合，因为工厂有建立社会责任管理体系以符合amfori BSCI行为准则，但由于管理体系不够完善以至于工厂在部分绩效领域存在缺失。这部分符合BSCI CoC。</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
Finding	
<p>1.4 As per documents review, onsite observation, interview of management and workers, the factory established production cost and capacity planning procedures, but the capacity assessment was insufficient, which led all 6 sampled workers' monthly overtime in excess of maximum 36 hours per month in the three sampled months (March 2024, August 2024, November 2024). The</p>	<p>1.4 根据文件审核，现场观察，管理层和工人访谈，虽然工厂建立了生产成本和产能规划程序，但没有进行有效的产能评估，导致所有抽样的6名员工在抽样的3个月（2024年3月，2024年8月，2024年11月）月加班超过法规36小时的要求。月加班时间最大达到56小时。具体请参考发现点6.2。工厂管理人员解释说他们知道月加班时间的法定限制，由于人力成本高，加班问题很难在短时间内解决。这个问</p>

Finding

maximum monthly overtime was up to 56 hours. Please refer to the finding of 6.2 for details. The management stated that they were aware of the legal limit of monthly overtime, the overtime issue could not be solved in a short time due to the high cost of manpower. The question is rated as no because all sampled workers' monthly overtime exceeded law requirement. This is not in compliance with requirements of PRC Labor Law article 41.

题的评级为不符合要求因为所有抽样员工的月加班超过法律要求。这不符合《中华人民共和国劳动法》第41条。

PA 2: Workers Involvement and Protection

Site: Wenzhou Naibao lock Co., LTD | Site amfori ID: 156-060263-001

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

2.2 As per documents review, interview of management and workers, it was noted that the factory established the long-term goals to protect workers and review regularly, but workers and worker representative were not involved in long-term goals setting. The question is rated as partially because the factory established the long-term goals to protect workers and review regularly, but workers and worker representative were not involved in long-term goals setting. This is partially in compliance with requirements of BSCI CoC.

2.2 根据文件审核，管理层和员工访谈，审核发现工厂建立了保护员工的长期目标且定期审查，但是员工及员工代表没有参与目标的制定。这个问题的评级为部分不符合要求是因为工厂建立了保护员工的长期目标且定期审查，但是员工及员工代表没有参与目标的制定。这部分符合BSCI CoC。

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

2.5 As per documents review, interview of management and workers, the factory did not establish an effective grievance mechanism. The established grievance mechanism was not including all interested parties, only for internal part. The factory management explained that they were negligent and they would take action as soon as possible. The question was rated as partially

2.5 根据文件审核，管理层和员工访谈，工厂未建立一个供个人及社区的有效的申诉系统。工厂建立的申诉机制没有包含所有利益相关方，只是对工厂内部适用。工厂管理人员解释说他们疏忽了，他们将尽快改善。这个问题的评级为部分不符合要求是因为工厂建立了申诉机制，并在2024年6月对员工进行了培训，工厂现场配有意见箱，工人可以直接向管理人员申诉，且审核当天没有申诉发生，但是申诉

Finding	
because the factory established the grievance mechanism and provided the training for employees in June 2024, also there's a suggestion box placed onsite and the workers could also raise their complaints directly to management and that there was no grievance noted during the audit, but it was incomplete. This is partially in compliance with requirements of BSCI CoC.	系统不够完善。这部分符合BSCI CoC。

PA 5: Fair Remuneration

Site: Wenzhou Naibao lock Co., LTD | Site amfori ID: 156-060263-001

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	
5.4 As per documents review, interview of management and workers, the factory was not aware of local living wage and did not establish the procedure to calculate local living wage. So the auditor used the calculated basic living wage which was calculated by the auditor through Anker's methodology based on the data from local government. 6 out of 6 sampled workers' wages for regular working time were CNY4100~4150 per month in November 2024 (last paid month), August 2024 (random month) and March 2024 (random month), which was higher than local living wage (CNY2,895.06 per month). The management stated that they would take action as soon as possible. The question is rated as partially because the factory living wage system is not perfect. This is partially in compliance with requirements of BSCI CoC.	5.4 根据文件审核，管理层和工人访谈，工厂不了解当地生活工资，也没有建立程序来计算当地生活工资。所以审核员使用的基本生活工资是由审核员通过恩格尔的方法根据地方政府的数据计算出来的。通过查阅6名抽样员工中6人在2024年11月（最近工资发放月），2024年8月（随机月），2024年3月（随机月）的正常工作时间的工资为每月4100元到4150元，高于当地生活工资2,895.06元。工厂管理人员解释说将尽快改善。这个问题的评级为部分不符合要求是因为工厂生活工资制度不完善。这部分符合BSCI CoC。

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?	
ENGLISH	LOCAL LANGUAGE
Finding	
5.5 As per documents review, onsite observation, interview of management and workers, insufficient social insurance participated. There was total 21	5.5 根据文件审核，现场观察，管理层和工人访谈，社会保险参保不足。工厂有21人，1名退休工人，0名新进工人，没有临时工人和派遣工人。工厂提供

Finding

employees of the factory, 1 retired employees, 0 newly joined employee, no temporary employee and dispatched employee in the factory. The factory provided social insurance voucher from December 2023 to November 2024 for review, but the factory purchased the accident insurance, unemployment insurance, retirement insurance, medical insurance and maternity insurance for 7 employees (35%) per the social insurance voucher of November 2024. No social insurance waiver was provided. The factory provided the commercial accident insurance for 21 employees, the valid date was from April 7, 2024 to April 6, 2025. Known from management interview and workers interview, the reason for workers not joining the social insurance was that they bought rural pension insurance at their hometown and could not repeat purchase social insurance. This question is rated as no because the social insurance participation rate was less than 80%. This is not in compliance with requirements of Article 72&73 of the Labor Law of the People's Republic of China.

了2023年12月到2024年11月的社保记录供审核，但是2024年11月的社保记录显示工厂给7人(35%)购买了工伤保险，失业保险，养老保险，医疗保险和生育保险。工厂没有社保批文。工厂为21员工购买了商业意外险，有效期从2024年4月7日到2025年4月6日。通过管理层访谈和工人访谈，工人不参加社会保险的原因是他们在家乡购买了农村养老保险，不能再重复购买社会保险。这个问题评级为完全不符合的原因是因为社保参保率低于80%。这不符合《中华人民共和国劳动法》第72、73条的要求。

PA 6: Decent Working Hours

Site: Wenzhou Naibao lock Co., LTD | Site amfori ID: 156-060263-001

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

6.2 As per documents review, interview of workers and management, although the factory established the policy of working hour management and had system to record working hours. The working time records from December 1, 2023 to the audit day were provided by the factory, showed that the workers' monthly overtime exceeded the legal limit of 36 hours. 6 out of 6 sampled workers monthly overtime exceeded 36 hours and the maximum monthly overtime hours were up to 46 hours in November 2024 (last paid month); 6 out of 6 sampled workers monthly overtime exceeded 36 hours and the maximum monthly overtime hours were up to 40 hours in August 2024 (random month); 6 out of 6 sampled workers monthly overtime exceeded 36 hours and the maximum

6.2 根据文件审核，管理层和工人访谈，尽管工厂建立了工作时间的管理政策和系统去记录工作时间，但根据工厂提供的2023年12月1日至审核当天的考勤记录，员工月加班超过法规36小时要求。2024年11月（最近工资发放月）6名员工中6人月加班超过36小时，最大达到46小时。2024年8月（随机月）6名员工中6人月加班超过36小时，最大达到40小时。2024年3月（随机月）6名员工中6人月加班超过36小时，最大达到56小时。工厂管理层确认工厂建立了加班控制程序但是为了满足交货期并没有去严格执行，工厂的电子考勤系统在月加班超时也没有预警功能。被访谈表示加班都是自愿的且想通过更多的加班来获得更多的工资。这个问题被评为完全不符合的原因是因为所有抽样员工月加班超过法律要求时工厂没有采取有效的措施。这不符合《中华人民共和国劳动法》第41条的要求。

Finding

monthly overtime hours were up to 56 hours in March 2024 (random month). The management confirmed the factory had set up overtime control procedure which was not implemented strictly to meet delivery. Also, the electrical attendance system had no alert function when monthly overtime exceeded limit. Interviewees stated that all overtime was voluntary and they wanted to have more overtime to get more wage. This question is rated as no because the factory did not take corrective actions when all sampled workers monthly overtime exceeded legal requirements. This is not in compliance with requirements of the PRC Labor Law article 41.

PA 7: Occupational Health and Safety

Site: Wenzhou Naibao lock Co., LTD | Site amfori ID: 156-060263-001

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

ENGLISH

LOCAL LANGUAGE

Finding

7.1 1). As per documents review, onsite observation, interview of management and workers, it was noted that the factory had set up the occupational health and safety regulations and procedures; however, the actual practice throughout the factory was not fully in compliance with requirements of local law in the parts of goods storage, occupational hazard factors monitoring and occupational health examination, warning sign. The management stated that they would take action as soon as possible to meet all local legal requirements.

This is partially in compliance with requirements of relevant local health and safety laws. (Please refer to question points PA7.1, PA 7.3 and PA7.9 for specific health and safety regulations.)

2). As per onsite observation and management interview, about 5% goods in workshop were stored against the wall. This is partially in compliance with the requirements of the Rules Concerning Warehouse Safety and Fire Control article 18. The question is rated as partially because the factory complies with local regulations in most areas of health and safety.

7.1 1). 根据文件审核，现场观察，管理层和员工访谈，评估发现工厂虽然建立了职业健康安全方面的程序和相关制度，但是工厂在实际的执行过程中仍存在一些未能遵循当地法规要求的问题，例如货物存储，职业危害因素检测及职业健康体检，警告标识。工厂管理人员解释说他们将尽快采取措施，以满足当地所有法律的要求。

这部分遵循了当地健康安全方面的法规。（具体的健康安全法规条款请参阅PA7.1, PA7.3及PA7.9。）

2). 根据现场观察和管理层访谈，工厂车间约5%的物品是靠墙存放。这部分符合《仓库安全和消防规则》第18条的要求。

这个问题被评为局部符合，因为该PA中的大多数问题都符合法律要求。

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.3 As per documents review, onsite observation, interview of management and workers, the factory did not provide workshop occupational hazard factor test report, such as noise occupational hazardous factor in stamping workshop. And the factory did not provide pre-the-job, on-the-job, off-the-job occupational diseases examination for workers in stamping workshop. The factory management explained that they were negligent and that they would take action as soon as possible. The question is rated as no because occupational hazardous factor monitoring and occupational health examination were insufficient. This is not in compliance with Provisions on the Administration of Occupational Health at Work Sites, Article 20 and Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.</p>	<p>7.3 根据文件审核，现场观察，管理层和工人访谈，工厂没有提供车间职业危害因素检测报告，例如冲压岗位的噪音。且工厂未给冲压岗位工人提供岗前、岗中及离岗职业健康体检。工厂管理层解释说他们疏忽了这点，将尽快改善。这个问题的评级为完全不符合要求是因为职业危害因素检测和职业病体检不足。这不符合《工作场所职业卫生管理规定》，第20条和《中华人民共和国职业病防治法》第35条。</p>

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.4 As per documents review, onsite observation, interview of management and workers, the factory did not provide evidence to prove that the workers or their representatives had attended the risk assessment, the development and implementation of the OHS systems. The management stated that they would take action as soon as possible. This finding is rated as partially because the workers representatives knew the OHS risks. It is partially in compliance with amfori BSCI Code.</p>	<p>7.4 根据文件审核，现场观察，管理层和工人访谈，工厂没有提证据证明员工或员工代表参与到健康安全风险评估以及建设健康安全体系中。工厂管理人员表示们将尽快改善。此发现的评级为部分不符合要求是因为员工代表了解健康安全风险。这部分符合amfori BSCI行为守则。</p>

Question: 7.8 Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.8 As per onsite observation, interview of</p>	<p>7.8 根据现场观察，管理层和工人访谈，工厂已经制</p>

Finding	
management and workers, the factory had established the emergency procedure (regarding fire emergency, injury, first aid etc), but the procedure was not posted in the workshop. The management explained that this was oversight and they would take action as soon as possible. This finding is rated as partially because the procedures were known by the workers and management. It is partially in compliance with amfori BSCI Code.	定了应急程序（关于火灾、工伤、急救等），但未在车间内张贴。工厂管理层解释说此为管理的疏忽，他们将尽快改善。此发现的评级为部分不符合因为工人和管理层都了解应急程序。这部分符合amfori BSCI行为守则。

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?	
ENGLISH	LOCAL LANGUAGE
Finding	
7.9 As per documents review, onsite observation, interview of management and workers, it was noted that stamping workshop with noise hazard, the factory did not posted occupational hazard warning cards and warning labels for wearing earplugs at stamping workshop. The factory management explained that they were negligent and that they would take action as soon as possible. The question is rated as partially because most of warning signs were posted in workshops. This is partially in compliance with the requirements of Warning Signs for Occupational Hazards in the Workplace (GBZ 158-2003) 8.	7.9 根据现场观察，管理层和工人访谈，工厂冲压车间存在噪声危害，工厂未在冲压车间张贴职业危害因素告知卡及耳塞佩戴的警示标识。工厂管理层解释说此为管理的疏忽，他们将尽快改善。这个问题的评级为部分不符合要是因为大部分警告标示张贴了。这部分符合《工作场所职业病危害警示标识（GBZ 158-2003）》8。

PA 12: Protection of the Environment

Site: Wenzhou Naibao lock Co., LTD | Site amfori ID: 156-060263-001

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?	
ENGLISH	LOCAL LANGUAGE
Finding	
12.5 As per documents review, onsite observation, interview of management and workers, it was noted that the factory did not keep statistics on the amount of water used. The management stated that they would take action as soon as possible. The question is rated as partially because the factory established the water conservation	12.5根据文件审核，现场观察，管理层和工人访谈，审核发现工厂没有对用水量进行统计。工厂管理人员解释他们将尽快改善。这个问题的评级为部分不符合要求是因为工厂建立了节约用水的程序，并进行培训。这部分符合BSCI COC。

Finding	
procedure and provided the training for employees. This is partially in compliance with the requirements of BSCI CoC.	

PA 13: Ethical Business Behaviour

Site: Wenzhou Naibao lock Co., LTD | Site amfori ID: 156-060263-001

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	
13.1 As per documents review, interview of management and workers, the factory did not sign written agreement about following anti-corruption policy with workers. The question is rated as partially because the factory established the anti-corruption policy, but the agreement was insufficient. This is partially in compliance with the requirements of BSCI CoC.	13.1根据文件审核，管理层和工人访谈，工厂没有与员工签订关于遵守反腐败政策的书面同意协议。这个问题的评级为部分不符合是因为工厂建立了反腐败政策，但协议不足。这部分符合BSCI CoC。

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH	LOCAL LANGUAGE
Finding	
13.4 As per documents review, interview of management and workers, the factory established the policy and procedure regarding personal privacy protection and information security, but the related training was not provided to employees. The management stated that the training would be arranged as soon as possible. The question is rated as partially because the factory established the related procedure, but the training was insufficient. This is partially in compliance with the requirements of BSCI CoC.	13.4 根据文件审核，管理层和工人访谈，工厂建立了有关个人信息隐私保护和信息安全的政策程序，但是没有给员工提供相关的培训。工厂管理人员解释说将尽快安排培训。这个问题的评级为部分不符合要是因为工厂建立了相关程序。但培训不足。这部分符合BSCI CoC。