



指标	20210902_3306
报告时间	02-09-2021 08:57:45
拥有人	Bureau Veritas (Headquarters) - CB000043
人士已输入	Crystal Liu

Audit Overview

组织 ⓘ	Everesports - ORG04812	
Link to profile ⓘ	20201216_4835	
Link to Maturity Assessment ⓘ	20210902_10033	
认证机构	Bureau Veritas (Headquarters) - CB000043	
是否分包审核?	不是	
审核组长	. Wenjiao Zhu (Bureau Veritas (Headquarters) - CB000043 - Auditor)	
APSCA编号 (如果适用)	CSCA21702877	
技术评审员 ⓘ	Swati Karnik Das (Bureau Veritas (Headquarters) - CB000043 - Admin)	
审核员	Mr. Wenbing HU	
专项审核员	Nil	
技术专家	Nil	
额外参加者及其角色	Nil	
管理者代表	Mr. Guangquan WANG	
员工代表	Ms. Lihua LIU, Mr. Chaoyou TANG etc.	
社会绩效小组成员	Guangquan WANG, Lihua LIU, Jindong LIN etc.	
审核开始日期	06-09-2021	
审核结束日期	07-09-2021	
非现场审核人天 ⓘ	0.75	(Auditor days)
现场审核人天	4.00	(Auditor days)
新冠疫情期间的替代审核	不是	
审核类型	监督审核	
Surveillance Audit ⓘ	1	
类型	半通知	
	不是	



多场地审核?

监督计划

年度

审核目标

1. To confirm that the management system conforms with all the requirements of SA8000;
2. To confirm that the organization has effectively implemented its planned arrangements;
3. To confirm that the management system is capable of achieving the organization's policies and evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements;
4. If applicable to identify areas for potential improvement of the management system.

审核范围

Design and production of fitness equipment covering treadmill, rower, fan bike, spin bike, elliptical. (with primary processes of concepts development, mechanical structure design, drawing as per concepts, 3D modeling, package design, prototype development and testing, cutting, punching, bending, welding, coating, dipping, packing)

Supporting

Document Upload



- attendance sheet.pdf** 21-10-2021 14:37:53
- living wage - by auditor.xls** 21-10-2021 14:37:59
- Living Wage - by factory.pdf** 21-10-2021 14:38:05
- Surveillance Audit Plan SA 8000.docx** 21-10-2021 14:38:12
- Signed audit plan.pdf** 21-10-2021 14:38:23
- layout plan.pdf** 21-10-2021 14:38:31
- MaturityExtract.pdf** 21-10-2021 14:38:37
- Photo report.docx** 21-10-2021 15:04:18

Audit Plan

需审核场所

- 主要生产设施
- 仓库和配送
- 场外操作
- 宿舍
- 总部
- 托儿所
- 服务现场
- 火灾/疏散演习证人
- 职介所
- 食堂

需审核场所 ⓘ

Nil

本次审核未被审核的区域

Nil

已审查的员工记录

10 (-)

上传审核计划

Audit Plan SA 8000 - SV1.doc

上传“已审核”审核计划 ⓘ

Signed audit plan.pdf 21-10-2021 15:04:35

SA_audited_sites

Company sites



▼ SITES

Site Name	Xiamen Everesports Goods Co., Ltd	
Temporary/Permanent	Permanent	
Address Line 1	No.101 Ji An Road, Tong An Industry District, Xiamen, Fujian, China	
Address Line 2	Nil	
Postal/ZIP code	361000	
City	Xiamen	
State/Province	Fujian	
Country	China	
GPS Longitude	118.634000	(-)
GPS Latitude	24.422600	(-)

Shifts Audited

审核班次	Audited	Explain
夜班/通宵班	有	20:00-24:00, 1:00-5:00
白班/日班	有	8:00-12:00, 13:00-17:00
周末排班	不是	No weekend shift was arranged.

Worker Interviews

访谈工人总人数	10	(Employee(s))
女性员工访谈人数	3	(Employee(s))
男性员工访谈人数	7	(Employee(s))
外来工访谈人数	0	(Employee(s))
小组访谈数	5	(Group interview(s))
非现场访谈	不是	

Audit Conclusions

审核意见 ⓘ

The company locates at No.101 Ji An Road, Tong An Industry District, Xiamen, Fujian, China, founded in 1998. The company provides design and production of fitness equipment.

The land size was about 100,000 square meters; the company occupied one 5-storey office building, one 5-storey production building, three flat production buildings and two flat warehouse buildings; no change

compared with last audit. Audit team had used organizations site map to ensure that all areas are covered during the site round.



There were 955 employees in the company. Male: female was 750:205. All of them were permanent employees. No seasonal, subcontracting, casual or dispatching worker was used in this company. Workers came from Henan, Guizhou, Anhui, Jiangxi and other provinces.

Main process including: machining (cutting, punching, welding, polishing etc.), coating, dipping, inspection and packing. No outsource process was used by the company.

About 130 workers in machining and painting areas worked for 2 shifts; the working hour for day shift: 8:00~12:00, 13:00~17:00, night shift: 20:00~24:00, 01:00~05:00. Other employees worked for one shift, normal working shift was: 8:00~12:00, 13:00~17:00.

The company had obtained below certificates:

Business license no.: 913502006120348425, valid from 21/04/1998 to 20/04/2038.

ISO9001:2015 certificate issued by CQC, no.: 00120Q34433R5M/3502, valid till 24/07/2023;

ISO14001:2015 certificate issued by CQC, no.: 00120E31940R1M/3502, valid till 05/07/2023;

Pollutant Discharge Permit no.: 913502006120348425001U, valid from 04/08/2020 to 03/08/2023;

The data in application form was checked, no big change was found. Website was checked, no negative information was found. PIA requirement was checked in the audit.

Total 2 minor NC and 1 Covid-19 NC were raised, and were closed on 22/10/2021 except the Covid-19 NC.

审核建议

认证持续

1. 童工

SA8000 STANDARD REQUIREMENT CRITERIA:

1.1 The organization shall not engage in or support the use of child labor as defined in the SA8000 Standard.

1.2 The organization shall establish, document, maintain and effectively communicate to personnel and other interested parties, written policies and procedures for remediation of child laborers, and shall provide adequate financial and other support to enable such children to attend and remain in school until no longer a child as in the SA8000 Standard.

1.3 The organization may employ young workers, but where such young workers are subject to compulsory education laws, they shall work only outside of school hours. Under no circumstances shall any young worker's school, work and transportation time exceed a combined total of 10 hours per day, and in no case shall young workers work more than 8 hours a day. Young workers may not work during night hours.

1.4 The organization shall not expose children or young workers to any situations – in or outside of the workplace – that are hazardous or unsafe to their physical and mental health and development.

符合性记录

法定最低就业年龄	16 (years)
未成年工年龄	18 (years)
是否有未成年工的证据	不是 (OK)
该组织是否按照 SA8000的定义没有雇用童工?	有 The company had established child labour policy in procedure QX-P-001. No child labour was found in the audit.
补救程序 (或已经生效过的补救程序) 是否按照政策和程序有效落实?	有 The remediation procedure was established in procedure QX-P-001. HR staff will check the age of the candidate before joint. No child labor was found in the company.
是否有有效的补救程序?	有 The remediation procedure was established in procedure QX-P-001. No child labor or young worker was found in the company.
绩效要素-附加评论 ①	The procedure was implemented effectively. No child labor or young workers was used in the company.

CL 良好实践 ①

良好实践的说明	观察到的客观证据	观察到的客观证据 ①
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CL (NC) 不符合项 ①

SA8000条款编号	Specify MS Clause N° ①	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference
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管理过程要求

组织的管理过程足以:

- 考虑、优先化、证明管理层的承诺, 沟通和提供资源;
- 解决或控制以下相关风险:

- 招募童工或未成年工
- 供应链或关联组织中潜在使用童工的可能性
- 继续教育和限制未成年工的工作时间
- 童工或未成年工暴露在有危险/不安全的工作环境
- 发现童工的补救



管理系统 - 附加评论

Child labour policy was established and posted at the bulletin board in the company. The ID card check was used to check the recruiter's age in the recruit process. Child labour remediation and control policy was established in QX-P-001; child labour remedial method was established, respected to the requirement of SA8000. Relevant risks about child labour and young worker were identified during annually risk assessment (08/2021), control method was in place. Workers were sampled at the site visit. 10 workers were interviewed, and 10 files were sampled on-site. All of them were in the name list. The copies ID were collected and kept for all sampled employees. ID cards showed that no child labour or young worker was found in the company. The youngest employee was Mr. XXX YIN, who was born on 23-01-2003, joined the company on 16-03-2021. No young worker or child labour was found in company when checking workers name list, site tour, review sample worker's file and workers interview.

CONTEXT OF THE ORGANIZATION - Child Labor

9.3 - Identification and Assessment of Risks 有

9.7 - External Verification and Stakeholder Engagement 有

SUPPORT - Child Labor

9.5 - Internal Involvement and Communication 有

9.6 - Complaint Management and Resolution 有

LEADERSHIP AND PLANNING - Child Labor

9.1 - Policies, Procedures and Records 有

9.2 - Social Performance Team 有

9.10 - Management of Suppliers and Contractors 有

OPERATION, IMPROVEMENT, AND EVALUATION - Child Labor



9.4 - Monitoring	有
9.8 - Corrective and Preventive Actions	有
9.9 - Training and Capacity Building	有

2. 强迫劳动

SA8000 STANDARD REQUIREMENT CRITERIA:

2.1 The organisation shall not engage in or support the use of forced or compulsory labour, including prison labour, as defined in Convention 29, shall not retain original identification papers and shall not require personnel to pay 'deposits' to the organisation upon commencing employment.

2.2 Neither the organisation nor any entity supplying labour to the organisation shall withhold any part of any personnel's salary, benefits, property or documents in order to force such personnel to continue working for the organisation.

2.3 The organisation shall ensure that no employment fees or costs are borne in whole or in part by workers:

2.4 Personnel shall have the right to leave the workplace premises after completing the standard workday and be free to terminate their employment provided that they give reasonable notice to their organisation.

2.5 Neither the organisation nor any entity supplying labour to the organisation shall engage in or support human trafficking.

符合项记录

该组织是否确保员工的行动自由?	未审查
工资是否不含非法的学徒/津贴?	未审查
是否有证据表明参与或支持人口贩卖?	未审查
组织是否确保工人不承担任何招募费或成本?	未审查
绩效要素—附件评论	Not audited during this surveillance audit.

FL 良好实践 ⓘ

良好实践的说明	观察到的客观证据	观察到的客观证据 ⓘ

FL 不符合项 ⓘ

SA8000条款编号	Specify MS Clause N°	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference
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管理过程要求风险

组织的管理过程足以:

- 考虑、优先化、证明管理层的承诺, 沟通和提供资源;
- 解决或控制以下相关风险:
 - 扣留私人文件
 - 克扣工资
 - 工人存款, 预付或代管
 - 用工人的工资支付招工费用
 - 限制工人行动
 - 监狱工

管理系统 - 附加评论

Not audited during this surveillance audit.
No forced or compulsory labour practice was found during workers interview and management interview.

CONTEXT OF THE ORGANIZATION - Forced Labor

9.3 - Identification and Assessment of Risks 有

9.7 - External Verification and Stakeholder Engagement 有

SUPPORT - Forced Labor

9.5 - Internal Involvement and Communication 有

9.6 - Complaint Management and Resolution 有

LEADERSHIP AND PLANNING - Forced Labor

9.1 - Policies, Procedures and Records 有

9.2 - Social Performance Team	有
9.10 - Management of Suppliers and Contractors	有



OPERATION, IMPROVEMENT, AND EVALUATION - Forced Labor

9.4 - Monitoring	有
9.8 - Corrective and Preventive Actions	有
9.9 - Training and Capacity Building	有

3. 健康和安全

SA8000 STANDARD REQUIREMENT CRITERIA:

3.1 The organisation shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential health and safety incidents and occupational injury or illness arising out of, associated with or occurring in the course of work. It shall minimise or eliminate, so far as is reasonably practicable, the causes of all hazards in the workplace environment, based upon the prevailing safety and health knowledge of the industry sector and of any specific hazards.

3.2 The organisation shall assess all the workplace risks to new, expectant and nursing mothers including those arising out of their work activity, to ensure that all reasonable steps are taken to remove or reduce any risks to their health and safety.

3.3 Where hazards remain after effective minimisation or elimination of the causes of all hazards in the workplace environment, the organisation shall provide personnel with appropriate personal protective equipment as needed at its own expense. In the event of a work-related injury the organisation shall provide first aid and assist the worker in obtaining follow-up medical treatment.

3.4 The organisation shall appoint a senior management representative to be responsible for ensuring a safe and healthy workplace environment for all personnel and for implementing this Standard's Health and Safety requirements.

3.5 A Health and Safety Committee, comprised of a well-balanced group of management representatives and workers, shall be established and maintained. Unless otherwise specified by law, at least one worker member(s) on the Committee shall be by recognised trade union(s) representative(s), if they choose to serve. In cases where the union(s) does not appoint a representative or the organisation is not unionised, workers shall appoint a representative(s) as they deem appropriate. Its decisions shall be effectively communicated to all personnel. The Committee shall be trained and retrained periodically in order to be competently committed to continually improving the health and safety conditions in the workplace. It shall conduct formal, periodic occupational health and safety risk assessments to identify and then address current and potential health and safety hazards. Records of these assessments and corrective and preventive actions taken shall be kept.

3.6 The organisation shall provide to personnel, on a regular basis, effective health and safety training, including on-site training and, where needed, job-specific training. Such training shall also be repeated for new and reassigned personnel, where incidents have occurred, and when changes in technology and/or the introduction of new machinery present new risks to the health and safety of

personnel.

3.7 The organisation shall establish documented procedures to detect, prevent, minimise, eliminate or otherwise respond to potential risks to the health and safety of personnel. The organisation shall maintain written records of all health and safety incidents that occur in the workplace and in all residences and property provided by the organisation, whether it owns, leases or contracts the residences or property from a service provider.

3.8 The organisation shall provide, for use by all personnel, free access to: clean toilet facilities, potable water, suitable spaces for meal breaks, and, where applicable, sanitary facilities for food storage.

3.9 The organisation shall ensure that any dormitory facilities provided for personnel are clean, safe and meet their basic needs, whether it owns, leases or contracts the dormitories from a service provider.

3.10 All personnel shall have the right to remove themselves from imminent serious danger without seeking permission from the organisation.

符合项记录

是否有足够的火灾
预防、应急准备和
响应控制措施？

有 Emergency preparedness procedure QX-P-009 and emergency response team established, the responsibility was determined, the responsibility was determined. 40 emergency preparedness actions for fire disaster, chemical leakage, flammable gas, typhoon and earthquake were determined. Fire hydrants, fire extinguishers and fire alarms were available and been monthly checked and maintained. Evacuation plans are posted at regular intervals in the workplace and in residences, in the language of the workers, clearly showed "You are here" mark. Signs that indicate the identity of the first aid providers, ERT and manager in charge of H&S are posted in the workplace. Exit doors are unlocked during working hours or are push bar doors that can be unlocked from the inside, exit doors opened in the direction of travel and can be readily; at least two emergency exits were available at the workshops. FIRE EXTINGUISHERS Sufficient fire equipment including fire hydrants, extinguishers etc. were available, security guard would conduct the daily inspection for fire equipment. Personnel demonstrated knowledge and understanding of the basic practical use of fire extinguishers during interview. Fire hydrants were



flushed twice per year at least at the fire drill. Fire alarms system were available onsite, security guard would conduct the daily inspection for fire alarms. Recent inspection was implemented on 05/07/2021. The alternative system is available.

消防演习频率

Annually

是否有足够的医疗
应急预防、准备和
响应控制措施？

有 The first aid boxes are placed at each workplace, the medicine list was available, and the name of first aiders and contact number was posted on site. No pregnancy or virginity tests found. Total 24 first aiders attended training by Xiamen First Aid Centre and gained certificate (valid till 17/06/2023). One clinic with one qualified doctor was available onsite; The company had set up Occupational Health Exam Plan, hazardous position including punching, welding, painting etc. were identified; exam cycle ranged from one year to two years. Last inspection was conducted in 28/05/2021, no occupational disease found. It covered 241 employees near one year (including before the post, in post, leave post persons), No occupational disease was found. There are 5 worker's job change due to occupational contraindications in hearing, such as Mr. Zhou X Ping, HR department issued the Personnel Transfer Form: The position adjusted to the information provided by the packaging Department. No injury occurred since last audit.

是否有足够的危险
品控制措施？

不是 Some chemicals such as Sulfuric acid, hydrochloric acid, NaOH, flocculant, CO₂ gas, Ar gas, etc. was used, and dangerous chemical management procedure was established (QX-WS-008). The dangerous chemical warehouse was checked; ventilation was controlled suitably. Chemicals were stored with second containment. MSDS in local language was collected and posted. Eye washing facility was available. However site tour found that there was no warning mark on the chemicals tank area, so one minor NCR-WBH102 was raised. The emergency team list was posted. Three authorized employees were responsible for chemical handling. All these employees obtained hazardous chemical operators' certificates,



sample check the dangerous chemical management persons such as Mr. XinX Xu, the dangerous chemical post trained certificate was available (valid till 14/09/2022). One sewage treatment station in the factor, the test report of the latest third-party test on sewage discharge such as 'Test Report ' No.WZJCJB-H2021082302, and the test result meets the requirements of laws and regulations.

是否有足够的危险设备和/或工作环境和/或公用设施控制? (机械、空气质量、电气、照明、伤害危险等)

有 GENERAL WORKING ENVIRONMENT Workplace and warehouse etc. are kept clean and maintained in good condition; flammable and hazardous materials are properly stocked and kept away from ignition sources; safety inspection was implemented once per month, recent one was 06/07/2021, total three problems safety issued and the improvement to complete before 07/07/2021, the record was available. WATER, AIR, NOISE and TEMPERATURE The ventilation, light, temperature and hygiene is controlled well in the company. Workplace occupational hazardous testing report was issued on 03/02/2021; The organisation had provided for use by all personnel, free access to: clean toilet facilities, potable water, toilet paper, hand towels and liquid soap are in place and free of charge. Drinking water used local tap water and boiled before drinking, drinkable water testing report issued on 09/06/2021 and 11/06/2021; ELECTRICAL SAFETY The doors of electric panels, are kept closed at all times, electrical systems and wiring are maintained in safe condition. MACHINE GUARDS AND SAFETY A documented risk assessment of machinery is available and updated; all machines have the necessary safety devices and guarding; personnel demonstrate their knowledge and understanding of how to operate machinery in safe manner; documented maintenance plan established and implemented according to it. Special equipment: 8 elevators, 7 travelling cranes, 6 air tanks and 32 forklifts had been inspected by Fujian special equipment inspection and research institute, inspection list was reviewed, and review results: compliance, nearest valid till Feb. to Mar. 2022, respectively.



是否有适当的PPE控制措施?

Such as 8 elevators had been inspected, valid till: 03/2022, and the inspection results: OK.

有 PERSONAL PROTECTIVE EQUIPMENT (PPE) PPE was used by the workers who worked at the hazard positions. PPE such as masks, Safety shoes, protective clothing, Safety glasses, gloves and earplugs, etc. were provided by the company for free. The plant tour found that the workers used PPE in workshop, and the personnel demonstrate their knowledge and understanding of PPE use.

生活条件是否卫生? (浴室、宿舍、厨房等)

不是 No dormitory was available onsite. One canteen in the company. Canteen hygiene licence valid till 10/07/2023, license no.: JY33502120117021; all canteen operators (total three persons) had the hygiene certificates (in valid term). Kitchen, cafeteria and canteens area are operated under sanitary, safety conditions and have anti-slip floor mats, all workers that handle food wear apron, gloves and hair net. The kitchen has a pest and vermin program to ensure that there are no pests and vermin present. (The company used a qualified supplier named Xiamen Liwei Termite Control Co., Ltd. to control pests each month) Sufficient bathrooms were provided, the hygiene was kept clean. Soap and tissues were stocked in the bathrooms. However plant tour found that the canteen food samples were kept for 48 hours, only dishes were kept, and soup, rice, etc. samples didn't kept, so one minor NCR WBH101 was raised.

管理层是否充分了解并致力于健康和安全问题, 并制定了健康和安全管理政策/流程 (管理者代表、健康和安全委员会、危险识别和风险最小化、工人培训)

有 Respect and comply with Chinese Labour Law and SA 8000 Standard, provide safe & hygiene working condition worker. No occupational disease or injury case occurred since last audit. DOCUMENTS/LICENSES/PERMITS/CERTIFICATES The business license, fire safety, building etc. are available; The company rent 2-4 floor of one 5-storey building. Engineering fire inspection and acceptance reports issued by local public security fire brigade, 03/03/2007; building engineering acceptance reports are available also, date: 16/12/2006. A list of the individuals on site can be produced in real time. The maximum occupancv



number is publically posted in the building. HEALTH AND SAFETY COMMITTEE A balanced Health and Safety Committee: total 8 members consist of 4 management (MR, H&S representative, managers etc.) and 4 worker representatives), latest H&S committee meeting conducted on 20/04/2021; Ms. Yanxia CHENG, ADM manager was appointed as H&S representative. The H&S risks evaluation procedure established, annual H&S risk evaluation conducted on 30/04/2021, risk evaluations for Covid-2019, expectant and new-born mothers were in place and suitably managed according to it. Ergonomics management procedure was established, the ergonomics risks were identified, work stations are designed / modified in line with the results of the health and safety risk assessment to minimize body strain. Fire and evacuation drill conducted on 26/03/2021, relevant reports and photos, counting accurate number of individuals and evacuation time recording etc. are in place; On-site evacuation drill conducted on 27/05/2021, observed and generally accepted. Workers were trained for the hazards and emergencies; annual H&S training plan established, provided to workers and staffs including H&S committee by on-site training, job-specific training, and H&S training for new workers within one month; sample checked below H&S training: machine operation training, fire safety, chemical handling/PPE use, company regulation, risk assessment training on 5/03/2021,18/03/2021, 29/03/2021,, new workers orientation on 28/04/2021 etc., relevant records were in place; training effectiveness evaluated at the end of each training. All personnel have the right to remove themselves from imminent serious danger without seeking permission from the organisation, confirmed by interview. The certificate of special work position: elevator management held certificate issued by local Quality and Technical Supervision Bureau (valid till 24/03/2022), electrician hold certificate, valid till 29/8/2023;

绩效要素—附件评论

Health and safety management was met with the requirement of SA8000 standard. The result was accepted: New employees were trained H&S

within one week, such as new worker: Mr. Jia Wang and Mr. Bing Fan, they were trained H&S on Aug. 3rd to 9th, 2021 record was available.

Annual H&S training plan established, workers were trained for the H&S issues periodically.

Sample checked below training records: 03/03/2021 machine safety trained, 07/04/2021 chemical using trained; 11/06/2021 SA8000 system knowledge trained, 12/07/2021 Waste disposal trained, 06/08/2021 Employee Complaint Process trained, etc.; relevant records were in place, and trained effectiveness evaluated at the end of each training, it's accepted.

Fire and evacuation drill conducted for at least twice per year, the last one was conducted on 05/05/2021, covered all shifts (day shift & Night shift), relevant reports and photos, counting accurate number of individuals and evacuation time recording etc. are in place.

On-site evacuation drill conducted on 07/09/2021, observed and generally accepted.

Operator for special work position: elevator management(2 persons), forklift (22 persons), air tank (one person) and travelling crane (3 persons) operators held certificates issued by Fujian Special Appliance Inspection Institute; total 3 persons obtained safety management certificates; operator's list was established and reviewed, all in valid period, generally acceptable.

All personnel have the right to remove themselves from imminent serious danger without seeking permission from the organisation, confirmed by interview.

适用法律文件


HS 良好实践 ^①

良好实践的说明	观察到的客观证据	观察到的客观证据 ^①

HS 不符合项 ^①


SA8000条款编号	Specify MS Clause N° ^①	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference

HS 不符合项 ⓘ

	SA8000条款编号	Specify MS Clause N° ⓘ	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal reference
	3.1		Minor	The management of chemical warning sign didn't meet the request. 化学品标识的管理不符合要求。	Plant tour found that the chemicals such as liquefied CO2 gas and Argon gas are used in the factory, and stored in CO2 and Argon tanks in the storage tank area, but no warning mark on the chemicals tank area. 现场巡查发现：工厂有使用液化CO2气体、氩气等化学品，储存于储罐区中CO2罐、氩气罐内，但罐区现场无警示标识。 Justification for raising Minor non-conformity: There are warning marked in the dangerous areas of the factory, such as chemical warehouse, Power distribution room and Generator room, only no warning mark in the chemical gas tank area, So here raised a minor NC.	 NCR - WBH 102 closed.doc	



HS 不符合项 ⓘ

SA8000条款编号	Specify MS Clause N° ⓘ	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference
3.8		Minor	The management of foods sample in canteen didn't meet the request. 食堂食品留样的管理不符合要求。	Plant tour found that the canteen food samples were kept for 48 hours, only dishes were kept, and soup, rice, etc. samples didn't kept.. 现场巡查发现：食堂食品48小时留样、仅菜品留样，未保留汤、米饭等留样。 Justification for raising Minor non-conformity: Food sample such as dishes were kept for 48 hours, not cover the food such as soup, rice, etc., So here raised a minor NC.		 NCR - WBH 101 closed.doc

管理过程要求风险

组织的管理过程足以：

- 考虑、优先化、证明管理层的承诺，沟通和提供资源；
- 解决或控制以下相关风险：

- 防火、准备和响应
- 医疗应急预防、准备和响应
- 危险品
- 危险设备和/或工作环境和/或公用设施（机械、空气质量、电气、照明、伤害危险等）
- 个人防护设备
- 卫生条件（浴室、厨房、宿舍等）
- 管理者代表的能力、可用性和资源
- 职安健委员会的能力可用性和资源
- 管理层对健康和安全风险要素的理解或承诺不足

- 解决健康和安全风险因素的资源和控制不足
- 健康和安全管理记录
- 健康和安全管理培训



管理系统 - 附加评论

Health and Safety Committee had conducted health and safety management according with the requirement of SA8000 standard. The result was generally accepted except two minor NCs was raised. (See NCRs Reports)

CONTEXT OF THE ORGANIZATION - Health and Safety

9.3 - Identification and Assessment of Risks

有

9.7 - External Verification and Stakeholder Engagement

有

SUPPORT - Health and Safety

9.5 - Internal Involvement and Communication

有

9.6 - Complaint Management and Resolution

有

LEADERSHIP AND PLANNING - Health and Safety

9.1 - Policies, Procedures and Records

有

9.2 - Social Performance Team

有

9.10 - Management of Suppliers and Contractors

有

OPERATION, IMPROVEMENT, AND EVALUATION - Health and Safety

9.4 - Monitoring

不是

Please select:

防火、准备和响应



- 医疗应急预防、准备和响应
- 危险品
- 危险设备和/或工作环境和/或公用设施 (机械、空气质量、电气、照明、伤害危险等)
- 个人防护设备
- 卫生条件 (浴室、厨房、宿舍等)
- 管理者代表的能力、可用性和资源
- 职安健委员会的能力可用性和资源
- 管理层对健康和安全风险要素的理解或承诺不足
- 解决健康和安全风险因素的资源和控制不足
- 健康和安全管理记录
- 健康和安全管理培训

9.8 - Corrective and Preventive Actions 有

9.9 - Training and Capacity Building 有

4. 自由结社

SA8000 STANDARD REQUIREMENT CRITERIA:

4.1 All personnel shall have the right to form, join and organise trade union(s) of their choice and to bargain collectively on their behalf with the organisation. The organisation shall respect this right and shall effectively inform personnel that they are free to join a worker organisation of their choosing without any negative consequences or retaliation from the organisation. The organisation shall not interfere in any way with the establishment, functioning or administration of workers' organisation(s) or collective bargaining.

4.2 In situations where the right to freedom of association and collective bargaining are restricted under law, the organisation shall allow workers to freely elect their own representatives.

4.3 The organisation shall ensure that union members, representatives of workers and any personnel engaged in organising workers are not subjected to discrimination, harassment, intimidation or retaliation for being union members, representative(s) of workers or engaged in organising workers, and that such representatives have access to their members in the workplace.

自由结社

本组织是否切实尊重工人的集体谈判权和工会会员资格?

有 The company has established the policy about respecting workers' rights to collective bargaining and union membership. One trade union was established in the company. Interviewed with TU/worker representatives showed that the company wouldn't interfere their activity.

工人代表是否由工人自由选择?

有 The company established procedure for TU and worker representative activity QX-P-004,

support the employees to elect their representatives to negotiate with the management. 4 worker representatives were freely elected by workers on 06/06/2019.

绩效要素—附件评论

The result of FREEDOM OF ASSOCIATION & RIGHT TO COLLECTIVE BARGAINING management was accepted.

FOACB 良好实践 [i](#)

良好实践的说明	观察到的客观证据	观察到的客观证据 i
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FOACB 不符合项 [i](#)

SA8000条款编号	Specify MS Clause N° i	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference
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管理过程要求风险

组织的管理过程足以:

- 考虑、优先化、证明管理层的承诺，沟通和提供资源；
- 解决或控制以下相关风险：

- 未告知工人自由结社及集体谈判的权利
- 不尊重工人自由结社及集体谈判的权利
- 干扰工人自由结社及集体谈判活动
- 对工人自由结社及集体谈判活动的歧视、骚扰、恐吓或报复

管理系统 - 附加评论

The policy was established for freedom of association & right to collective bargaining. It stated that the company respect worker's right for freedom of association & right to collective bargaining. The policy was communicated to all employees. One TU was established in 2011, Mr. Baozhu Chen was the TU chairman. Total 10 workers were elected as TU committee members on 20/04/2021 (valid till 19/04/2024). No bargaining agreement signed until now (the workers with company signed the < Voluntary overtime application Agreement > when they joined the company).

Total 4 worker representatives from different departments were freely elected on 06/06/2019 (valid till 05/06/2022): Ms. Lihua Liu, Mr. Chaoyou Tang, Mr. Wenqing Yin, and Ms. Xiaoyan Wang. The 3 out of 4 worker representatives were the member of SPT. The meeting with top management was performed for at least once per three months. The last meeting was conducted on 05/03/2021, 04/06/2021. Some comments such as Wear masks for epidemic prevention, precautions after vaccination, and requirements for wearing labor protective articles, etc. were raised by worker representatives in the meeting. The follow-up actions were taken by the company. The contact method of TU/worker representatives were posted onsite, Interviewed workers knew their TU/worker representatives.

No strike happened in the company.



CONTEXT OF THE ORGANIZATION - FOA & Collective Bargaining

9.3 - Identification and Assessment of Risks

有

9.7 - External Verification and Stakeholder Engagement

有

SUPPORT - FOA & Collective Bargaining

9.5 - Internal Involvement and Communication

有

9.6 - Complaint Management and Resolution

有

LEADERSHIP AND PLANNING - FOA & Collective Bargaining

9.1 - Policies, Procedures and Records

有

9.2 - Social Performance Team

有

9.10 - Management of Suppliers and Contractors

有

OPERATION, IMPROVEMENT, AND EVALUATION - FOA & Collective Bargaining

9.4 - Monitoring

有

9.8 - Corrective and Preventive Actions

有

9.9 - Training and Capacity Building

有

5. 歧视

SA8000 STANDARD REQUIREMENT CRITERIA:

5.1 The organisation shall not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, national or territorial or social origin,

caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition that could give rise to discrimination.

5.2 The organisation shall not interfere with the exercise of personnel's rights to observe tenets or practices or to meet needs relating to race, national or social origin, religion, disability, gender, sexual orientation, family responsibilities, union membership, political opinions or any other condition that could give rise to discrimination.

5.3 The organisation shall not allow any behaviour that is threatening, abusive, exploitative or sexually coercive, including gestures, language and physical contact, in the workplace and in all residences and property provided by the organisation, whether it owns, leases or contracts the residences or property from a service provider.

5.4 The organisation shall not subject personnel to pregnancy or virginity tests under any circumstances.

符合项记录

是否有证据表明在
雇用、就业条件、
工资、晋升等方面
存在性别/年龄/宗
教/种姓/工会会员
等方面的歧视或偏
见?

未审查

是否有证据表明个
人或团体受到威
胁、恐吓、骚扰、
虐待、剥削或性胁
迫行为（包括手
势、语言和身体接
触）？

未审查 NA, Not audited during this
surveillance audit.

政治、宗教或其他
个人信仰等个人权
利是否得到尊重？

未审查

绩效要素—附件评
论

Not audited during this surveillance audit.

DI 良好实践 ⓘ

良好实践的说明	观察到的客观证据	观察到的客观证据 ⓘ

DI (NC) 不符合项 ⓘ

SA8000条款编号	Specify MS Clause N° ⓘ	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference



管理过程要求风险

组织的管理过程足以:

- 考虑、优先化、证明管理层的承诺，沟通和提供资源；
- 解决或控制以下相关风险：

- 歧视特征（包括种族、国家或地区或社会出身、种姓、出生、宗教、残疾、性别、性取向、家庭责任、婚姻状况、工会成员、政治观点、年龄或其他）
- 过程中的歧视（包括雇用、薪酬、获得培训、晋升、解雇或退休）
- 干扰工人遵守特定原则或实践的权利
- 虐待、剥削或性胁迫行为
- 怀孕或处女测试

管理系统 - 附加评论	Not audited during this surveillance audit. No discrimination practice was found during workers interview and management interview.
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CONTEXT OF THE ORGANIZATION - Discrimination

9.3 - Identification and Assessment of Risks 有

9.7 - External Verification and Stakeholder Engagement 有

SUPPORT - Discrimination

9.5 - Internal Involvement and Communication 有

9.6 - Complaint Management and Resolution 有

LEADERSHIP AND PLANNING - Discrimination

9.1 - Policies, Procedures and Records 有

9.2 - Social Performance Team 有

9.10 - Management of Suppliers and 有

Contractors



OPERATION, IMPROVEMENT, AND EVALUATION - Discrimination

9.4 - Monitoring 有

9.8 - Corrective and Preventive Actions 有

9.9 - Training and Capacity Building 有

6. 惩戒性措施

SA8000 STANDARD REQUIREMENT CRITERIA:

6.1 The organisation shall treat all personnel with dignity and respect. The organisation shall not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed.

符合项记录

是否有证据表明存在体罚、精神、身体、言语胁迫、恐吓或虐待? 未审查

是否因迟到等琐事被处以不相称的罚款? 未审查

是否有证据表明存在残酷或不人道的待遇? 未审查

绩效要素—附件评论 Not audited during this surveillance audit.

DP 良好实践 ⓘ

良好实践的说明	观察到的客观证据	观察到的客观证据 ⓘ
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DP (NC) 不符合项 ⓘ

SA8000条款编号	Specify MS Clause N° ⓘ	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference
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管理过程要求风险

组织的管理过程足以:

- 考虑、优先化、证明管理层的承诺，沟通和提供资源；
- 解决或控制以下相关风险：



- 以尊严和尊重对待工人
- 纪律特征（包括体罚、精神或身体胁迫、辱骂、严厉或不人道待遇）

Management Systems - Additional Comments	Not audited during this surveillance audit. No disciplinary practice was found during workers interview and management interview.
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CONTEXT OF THE ORGANIZATION - Disciplinary Practices

9.3 - Identification and Assessment of Risks 有

9.7 - External Verification and Stakeholder Engagement 有

SUPPORT - Disciplinary Practices

9.5 - Internal Involvement and Communication 有

9.6 - Complaint Management and Resolution 有

LEADERSHIP AND PLANNING - Disciplinary Practices

9.1 - Policies, Procedures and Records 有

9.2 - Social Performance Team 有

9.10 - Management of Suppliers and Contractors 有

OPERATION, IMPROVEMENT, AND EVALUATION - Disciplinary Practices

9.4 - Monitoring 有

9.8 - Corrective and Preventive Actions 有

9.9 - Training and Capacity Building 有



7. 工时

SA8000 STANDARD REQUIREMENT CRITERIA:

7.1 The organisation shall comply with applicable laws, collective bargaining agreements (where applicable) and industry standards on working hours, breaks and public holidays. The normal work week, not including overtime, shall be defined by law but shall not exceed 48 hours.

7.2 Personnel shall be provided with at least one day off following every six consecutive days of working. Exceptions to this rule apply only where both of the following conditions exist:

a) National law allows work time exceeding this limit; and

b) A freely negotiated collective bargaining agreement is in force that allows work time averaging, including adequate rest periods.

7.3 All overtime work shall be voluntary, except as provided in 7.4 below, shall not exceed 12 hours per week and shall not be requested on a regular basis.

7.4 In cases where overtime work is needed in order to meet short-term business demand and the organisation is party to a freely negotiated collective bargaining agreement representing a significant portion of its workforce, the organisation may require such overtime work in accordance with such agreement. Any such agreement must comply with the other requirements of this Working Hours element.

符合项记录

工作时间/加班时间是否符合当地法律? 不是 The overtime hours for all 10 sampled employees exceeded legal requirement: 36 hours/month since last audit, the maximum monthly overtime were 94 hours, so a Covid-19 NC was raised.

每周工作时间是否超过48小时? 不是 (OK) The standard working hour was 8 hours per day, 5 days per week; total 40 hours per week.

是否所有加班或轮班都是自愿的? 有 Overtime or shift extension was voluntary for workers.

加班只是例外吗? 有 Overtime work was a long term issue, the employees worked overtime voluntarily and they had the liberty not to work overtime either.

每周加班时间是否超过12小时? 有 (NOT OK) The weekly working hours for about all 10 sampled employees exceeded 52 hours since last audit, the maximum weekly working hours were 60 hours, so a Covid-19 NC was raised.

员工是否在连续工作六天之后至少有 有 Workers were provided at least one day off after every 6 consecutive days



一天的休息时间?

of working.

时间和考勤记录是否准确客观?

有 The attendance records of 10 interviewed workers were checked since last audit. The attendance records were accurately and objectively.

辅助工作人员（保安、食堂工人、清洁工等）的工作时间/休息日/加班/时间和考勤是否受到监控以符合SA8000?

有 The security guards, canteen workers, cleaners were hired by the company directly, their working hour records were monitored by HR Dept. and comply with SA8000.

绩效要素—附件评论

The result of working hours management was generally accepted, except below area:
 Overtime management was not effective. (NCR-WJZ101)
 The overtime hours for all 10 sampled employees exceeded legal requirement: 36 hours/month since last audit, the maximum monthly overtime were 94 hours. The weekly working hours for about all 10 sampled employees exceeded 52 hours since last audit, the maximum weekly working hours were 60 hours.
 Remark: The rating of NCR-WJZ101 should be COVID-19 instead of Time-bound, since there is no COVID-19 NC option, hence select Time-bound.


WH 良好实践 ⓘ

良好实践的说明	观察到的客观证据	观察到的客观证据 ⓘ
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WH 不符合项 ⓘ

SA8000条款编号	Specify MS Clause N° ⓘ	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference
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WH 不符合项 ⓘ

	SA8000条款编号	Specify MS Clause N° ⓘ	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference
	7.1		Time-Bound NC	Overtime management was not effective. 对加班缺乏有效管理。 Justification: The overtime time of workshop had exceeded 36 hours/month, and the 12 hours/week, so a Covid-19 NC was raised according to the SAAS Covid-19 Alternative Requirement.	The overtime hours for all 10 sampled employees exceeded legal requirement: 36 hours/month since last audit, the maximum monthly overtime were 94 hours. The weekly working hours for about all 10 sampled employees exceeded 52 hours since last audit, the maximum weekly working hours were 60 hours. 自上次审核之后, 所有10名抽样员工的月加班均超过了36小时, 最高达94小时; 所有10名抽样员工的周工作时间均超过了52小时, 最高达60小时。	 NCR-WJZ101 closed.doc	

管理过程要求风险

组织的管理过程足以:

- 考虑、优先化、证明管理层的承诺, 沟通和提供资源;
- 解决或控制以下相关风险:

- 正常工作时间和休息日
- 加班时间 (自愿、有限且不定期要求)
- 满足法律、集体协商协议和/或其他要求

管理系统 - 附加评论

The company policy of Working hours, wage management procedure QX-WS-002 was established. The policy could meet the China labour law and SA8000 standard.

The employees had overtime work voluntarily. The overtime was depended on the order and the recruited workers.
About 130 employees in machining and painting areas worked for 2 shifts; day shift: 08:00-12:00, 13:00-17:00, night shift: 20:00 - 24:00, 1:00-05:00. Other employees worked for one shift, the normal working hour: 08:00-12:00, 13:00-17:00.

IC card was used for time recording. Working hour records since last audit were reviewed for 10 sampled employees. Employees had at least one day rest after 5 working days. Checked overtime records: max. 2 hours/day, 20 hours/week, 94 hours/month, so one Covid-19 NC was raised (NCR-WJZ101).

Plan to monitoring the working hour and overtime (in case the overtime is a critical issue):

Documented management about management working hours procedure was established,

HR Dept. was in charge of monitoring the working hour and overtime.

Provision of at least one day off following six consecutive days of work: Company has provided the workers usually works five days, and get one day's rest, it's meet that workers could have at least one day leave after 6 consecutive working days.

Area need to improve:

Overtime management was not effective.— NCR WJZ101

Evidence: The overtime hours for all 10 sampled employees exceeded legal requirement: 36 hours/month since last audit, the maximum monthly overtime were 94 hours. The weekly working hours for about all 10 sampled employees exceeded 52 hours since last audit, the maximum weekly working hours were 60 hours.

CONTEXT OF THE ORGANIZATION - Working Hours

9.3 - Identification and Assessment of Risks

有

9.7 - External Verification and Stakeholder Engagement

有

SUPPORT - Working Hours

9.5 - Internal Involvement and Communication

有

9.6 - Complaint Management and Resolution

有



LEADERSHIP AND PLANNING - Working Hours

9.1 - Policies, Procedures and Records

有

9.2 - Social Performance Team

有

9.10 - Management of Suppliers and Contractors

有

OPERATION, IMPROVEMENT, AND EVALUATION - Working Hours

9.4 - Monitoring

不是

Please Select:

- 正常工作时间和休息日
 加班时间（自愿、有限且不定期要求）
 满足法律、集体协商协议和/或其他要求

9.8 - Corrective and Preventive Actions

有

9.9 - Training and Capacity Building

有

8. REMUNERATION

SA8000 STANDARD REQUIREMENT CRITERIA:

8.1 The organisation shall respect the right of personnel to a living wage and ensure that wages for a normal work week, not including overtime, shall always meet at least legal or industry minimum standards, or collective bargaining agreements (where applicable). Wages shall be sufficient to meet the basic needs of personnel and to provide some discretionary income.

8.2 The organisation shall not make deductions from wages for disciplinary purposes. Exception to this rule applies only when both of the following conditions exist:

- a) Deductions from wages for disciplinary purposes are permitted by national law; and
 b) A freely negotiated collective bargaining agreement is in force that permits this practice.

8.3 The organisation shall ensure that personnel's wages and benefits composition are detailed clearly and regularly to them in writing for each pay period. The organisation shall lawfully render all wages and benefits due in a manner convenient to workers, but in no circumstances in delayed or restricted forms, such as vouchers, coupons or promissory notes.

8.4 All overtime shall be reimbursed at a premium rate as defined by national law or established by a collective bargaining agreement. In countries where a premium rate for overtime is not regulated by law or there is no collective bargaining agreement, personnel shall be compensated for overtime

at the organisation's premium rate or at a premium rate equal to prevailing industry standards, whichever is higher.

8.5 The organisation shall not use labour-only contracting arrangements, consecutive short-term contracts and/or false apprenticeship or other schemes to avoid meeting its obligations to personnel under applicable laws and regulations pertaining to labour and social security.

CONFORMITY RECORD

Is the legal/contractually established minimum wage paid?	有 Legal minimum wage was 1800 Yuan/month in Xiamen City.
Are wage payments regular (overtime paid at a premium rate, no reasonable deductions, payments not delayed, pay-slips provided, pay-slips are accurate, etc.)?	有 The wage was paid by bank for all of staffs on or before the 15th day of each month. For overtime work, the hour wage was 1.5 times from Monday to Friday, 2 times on Saturday and Sunday, 3 times on statutory holidays. No wage deduction due to the discipline practices. The wages for resignation workers were paid on time.
Are there no excessive or illegal deductions or withholdings are made?	不是 (OK) No excessive or illegal deductions or withholdings were found in the audit.
Is there remittance of legal obligations on behalf of worker (Provident Fund and/or Employee Insurance, etc.)?	有 5 kinds of social insurances were provided to all of employees: retirement, medical, unemployment, work accident and maternity insurance. The marriage leave, sick leave, annual leave was provided to employees in compliance with legal requirements.
Are ancillary workers' (security guards, canteen workers, cleaners etc.) working hours/rest days/OT/time and attendance method monitored to comply with SA8000?	有 The security guards, canteen workers, cleaners were hired by the company directly, their payment records were monitored by HR Dept. and comply with SA8000.
Are contracts are	有 The contracts were updated when

updated in line with pay increases? pay increased.

Is the organization paying a living wage? 有 The minimum wage was paid as legal minimum wage and was higher than living wage.

Performance Element - Additional Comments: The minimum wage was RMB 1800/month which meet the legal minimum wage, and was higher than living wage. The performance of REMUNERATION was acceptable.

RR 良好实践 ⓘ

良好实践的说明	观察到的客观证据	观察到的客观证据 ⓘ
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RR 不符合项 ⓘ

SA8000条款编号	Specify MS Clause N° ⓘ	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference
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MANAGEMENT PROCESS REQUIREMENTS:

"The organization's management processes are adequate to:

- identify, consider, prioritize, demonstrate management commitment to, communicate and provide resources;
- to address risks and/or controls associated with:
 - Respecting the right to a living wage
 - Meeting basic needs and providing discretionary income met
 - Meeting legal, CBA and/or other requirements
 - Disciplinary deductions "

Management Systems - Additional Comments: The company policy of Working hours, wage management procedure QX-WS-002 was established. The policy respected the national labor law and SA 8000 standard. Company's method of determining living wage had been confirm. The living wage was calculated as RMB 1677 per month. The result could be acceptable. The living wage was confirmed in the worker interviews. The result of living wage is RMB1794 Yuan/month by audit team. Legal minimum wage was RMB1800/month in Xiamen City. The minimum wage in the company was RMB1800/month, which was higher than the living wage.

The wage contraction: normal wage + overtime wage (1.5 times from Monday to Friday, 2 times on Saturday and Sunday, 3 times on statutory holidays) + position bonus + service bonus + full attendance bonus (RMB30) + accommodation bonus (RMB200) + food bonus (RMB300) + traffic bonus (RMB250) – social insurance fee. The wage was paid by bank for all of staffs on or before the 15th day of each month. Pay slips were provided to employees.

The payment records since last audit were checked for 10 sampled

workers. The minimum net wage after deduction (July 2021): RMB2180.86, RMB2355.17 on average; higher wage: RMB2799.48.

No wage deduction was found due to the discipline practice actions.



The benefits were provided to workers in compliance with legal requirements. 5 kinds of social insurances were provided to all of employees. The marriage leave, sick leave, annual leave was provided to employees.

CONTEXT OF THE ORGANIZATION - Remuneration

Identification and Assessment of Risks 有

9.7 - External Verification and Stakeholder Engagement 有

SUPPORT - Remuneration

9.5 - Internal Involvement and Communication 有

9.6 - Complaint Management and Resolution 有

LEADERSHIP AND PLANNING - Remuneration

9.1 - Policies, Procedures and Records 有

9.2 - Social Performance Team 有

9.10 - Management of Suppliers and Contractors 有

OPERATION, IMPROVEMENT, AND EVALUATION - Remuneration

9.4 - Monitoring 有

9.8 - Corrective and Preventive Actions 有

9.9 - Training and 有



9.1 POLICIES, PROCEDURES & RECORDS

SA8000 STANDARD REQUIREMENT CRITERIA:

9.1.1 Senior management shall write a policy statement to inform personnel, in all appropriate languages, that it has chosen to comply with SA8000.

9.1.2 This policy statement shall include the organisation's commitment to conform to all requirements of the SA8000 Standard and to respect the international instruments as listed in the previous section on Normative Elements and Their Interpretation. The statement shall also commit the organisation to comply with: national laws, other applicable laws and other requirements to which the organisation subscribes.

9.1.3 This policy statement and the SA8000 Standard shall be prominently and conspicuously displayed, in appropriate and comprehensible form, in the workplace and in residences and property provided by the organisation, whether it owns, leases or contracts the residences or property from a service provider.

9.1.4 The organisation shall develop policies and procedures to implement the SA8000 Standard.

9.1.5 These policies and procedures shall be effectively communicated and made accessible to personnel in all appropriate languages. These communications shall also be clearly shared with customers, suppliers, sub-contractors and sub-suppliers.

9.1.6 The organisation shall maintain appropriate records to demonstrate conformance to and implementation of the SA8000 standard, including the Management System requirements contained in this element. Associated records shall be kept and written or oral summaries given to the SA8000 worker representative(s).

9.1.7 The organisation shall regularly conduct a management review of its policy statement, policies, procedures implementing this Standard and performance results, in order to continually improve.

9.1.8 The organisation shall make its policy statement publicly available in an effective form and manner to interested parties, upon request.

9.1 PERFORMANCE CRITERIA FLAG

Topic	Criteria	
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9.1 符合项记录

组织的社会责任政策声明和SA8000标准是否以适当且易于理解的形式在工作场所、住所和组织提供的财产中显著地展示?

有 The SA8000 policy was stated in management manual QX-MM-02. It could meet SA8000 requirements. SA8000 policy and standard was posted at the workshops. CB and SAAS contact information was included in the SA8000 policy.

社会责任政策是否适合组织的情况和文化?

有 Social accountability policy used local language and was appropriate for the organization's situation and culture.

有 The social accountability



社会责任管理体系文件是否在现场随时可用（而不是由顾问保存在外）？

management documents were kept well by the company, no consultant was used during audit.

该组织是否在SPT小组监控的相关职能和级别建立并部署了有意义的社会责任目标？

有 Meaningful SA8000 objectives at different levels were established; the objectives would be monitored and reviewed by the SPT for each month, and the objectives were reached.

管理评审是否按计划进行，是否有效？

有 Management review was conducted for at least once per year, the last one was conducted on 17/08/2021 to review the adequacy, suitability, and continuing effectiveness of the company's SA8000 performance; top management, MR, H&S representatives, worker representatives, SPT and related supervisors attended the management review.

Additional Comments:

Generally accepted.

9.1 良好实践 ⓘ

良好实践的说明	观察到的客观证据	观察到的客观证据 ⓘ	
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9.1 不符合项

9.1 NON-CONFORMITY (NC)

SA8000条款编号	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据 ⓘ	Local/legal law reference

9.1 改善的机会 (OFI)

条款编号	改进机会描述	客户程序参考	证据上传

9.2 SOCIAL PERFORMANCE TEAM

SA8000 STANDARD REQUIREMENT CRITERIA:

9.2.1 A Social Performance Team (SPT) shall be established to implement all elements of SA8000.

The Team shall include a balanced representation of:

- a) SA8000 worker representative(s); and
- b) management.

Compliance accountability for the Standard shall solely rest with Senior Management.

9.2.2 In unionised facilities, worker representation on the SPT shall be by recognised trade union(s) representative(s), if they choose to serve. In cases where the union(s) does not appoint a representative or the organisation is not unionised, workers may freely elect one or more SA8000 worker representative(s) from among themselves for this purpose. In no circumstances shall the SA8000 worker representative(s) be seen as a substitute for trade union representation.



9.2 PERFORMANCE CRITERIA FLAG

Topic	Criteria
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9.2 符合项记录

小组是否有效地建立 (规模不太大, 组员意识到自己的责任, 充分授权, 并意识到当前问题等) ?	有 A balanced SPT established, total 6 members, consist of 3 management (MR, H&S representative, manager) and 3 worker representatives.
SPT人员是否充分熟悉并理解组织的SA8000政策 (包括薪酬、工作时间、不歧视和其他人力资源政策) ?	有 Interviews with SPT personnel showed that they were familiar with and understand organization's SA8000 policies.
工人代表是否充分代表了员工总数?	有 Worker representatives were freely elected from different departments and interviewed workers knew their worker representatives (Mr. Chaoyou TANG, Ms. Lihua LIU, Mr. Wenqiang YIN and Ms. Xiaoyan WAN).
SPT小组是否有效地促进了SA8000的实施?	有 SPT meeting was conducted for twice per year, the latest meeting: 11/06/2021; internal audit and management review was conducted for once per year.
上次SA8000内部审核的日期	13-07-2021
Additional Comments:	SPT are suitable and implementing SA8000 effectively. Mr. Guangquan WANG is designated as management representative.

9.2 良好实践 ①

良好实践的说明	观察到的客观证据	观察到的客观证据 ①
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9.2 不符合项 ①

SA8000条款编号	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference
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9.2 改善的机会 (OFI)

条款编号	改进机会描述	客户程序参考	证据上传
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9.3 IDENTIFICATION & ASSESSMENT OF RISKS

SA8000 STANDARD REQUIREMENT CRITERIA:

9.3.1 The SPT shall conduct periodic written risk assessments to identify and prioritise the areas of actual or potential non-conformance to this Standard. It shall also recommend actions to Senior Management that address these risks. Actions to address these risks shall be prioritised according to their severity or where a delay in responding would make it impossible to address.

9.3.2 The SPT shall conduct these assessments based on their recommended data and data collection techniques and in meaningful consultation with interested parties.

9.3 PERFORMANCE CRITERIA FLAG

Topic	Criteria
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9.3 符合项记录

风险评估是否充分 (例如, 适当地识别并处理SA8000的所有要求范围内的风险) ?

有 Risk assessment procedure was established, SPT conducted written risk assessments for at least once per year (last date: 31/08/2021), the risk assessment included Covid-2019, control method were in place.

SPT小组是否能够并有权促进风险评估过程 (拥有必要的资源、专业知识、数据和投入、管理承诺等) ?

有 SPT was trained and approved to implement SA8000 management (including risk assessment process), the last training was conducted on 18/06/2021.

Additional Comments:

Risk assessment was accepted.

9.3 良好实践 i

良好实践的说明	观察到的客观证据	观察到的客观证据 i
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9.3 不符合项 i

SA8000条款编号	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference
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9.3 O改善的机会 (OFI)

条款编号	改进机会描述	客户程序参考	证据上传
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9.4 MONITORING

SA8000 STANDARD REQUIREMENT CRITERIA:

9.4.1 The SPT shall effectively monitor workplace activities for:
 a) compliance with this Standard;



b) implementation of actions to effectively address the risks identified by the SPT; and
c) for the effectiveness of systems implemented to meet the organisation's policies and the requirements of this Standard.

It shall have the authority to collect information from or include interested parties (stakeholders) in its monitoring activities. It shall also liaise with other departments to study, define, analyse and/or address any possible non-conformance(s) to the SA8000 Standard.

9.4.2 The SPT shall also facilitate routine internal audits and produce reports for senior management on the performance and benefits of actions taken to meet the SA8000 Standard, including a record of corrective and preventive actions identified.

9.4.3 The SPT shall also hold periodic meetings to review progress and identify potential actions to strengthen implementation of the Standard.

9.4 PERFORMANCE CRITERIA FLAG

Topic	Criteria
Working Hours	Overtime hours (voluntary, limited and not regularly requested)
Health and Safety	Hazardous materials
Health and Safety	Sanitary conditions (bathrooms, kitchens, dormitories etc.)

9.4 符合项记录

社会绩效小组 (SPT) 是否对工作场所的活动进行定期有效的监控?

有 Annual internal audit and management review would be conducted by SPT.

SPT小组是否定期举行会议, 审查进展情况并确定加强标准实施的潜在行动?

有 SPT meeting conducted for twice per year, the latest meeting: 11/06/2021.

SPT小组是否有能力并有权促进监控过程 (拥有必要的资源、专业知识、数据和投入、管理承诺等) ?

有 SPT was trained and approved to implement SA8000 management (including monitoring process), the last training was conducted on 18/06/2021.

Additional Comments:

Monitoring process was controlled effectively.

9.4 良好实践 ⓘ

良好实践的说明	观察到的客观证据	观察到的客观证据

9.4 不符合项 ⓘ

9.4 不符合项 (i)	SA8000条款编号	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference
9.4 改善的机会 (OFI)	SA8000条款编号	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference
	条款编号	改进机会描述		客户程序参考	证据上传	

9.5 INTERNAL INVOLVMENT & COMMUNICATION

SA8000 STANDARD REQUIREMENT CRITERIA:

9.5.1 The organisation shall demonstrate that personnel effectively understand the requirements of SA8000, and shall regularly communicate the requirements of SA8000 through routine communications.

9.5 PERFORMANCE CRITERIA FLAG

Topic	Criteria
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9.5 符合项记录

员工是否熟悉并理解组织的整体SA8000体系?

有 Interviewed workers were familiar with and understand the SA8000 basic requirements.

员工是否了解自己在SA8000体系中的角色和职责?

有 Interviewed workers were aware of their individual role and responsibilities in SA8000 system. The last SA8000 training was conducted on 11/06/2021.

Additional Comments:

Internal involvement and communication process is effective and acceptable.

9.5 良好实践 (i)

良好实践的说明	观察到的客观证据	观察到的客观证据
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9.5 不符合项 (i)

SA8000条款编号	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference
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9.5 改善的机会 (OFI)

条款编号	改进机会描述 (i)	客户程序参考	证据上传
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9.6 COMPLAINT MANAGEMENT AND RESOLUTION

SA8000 STANDARD REQUIREMENT CRITERIA:

9.6.1 The organisation shall establish a written grievance procedure that is confidential, unbiased,

non-retaliatory and accessible and available to personnel and interested parties to make comments, recommendations, reports or complaints concerning the workplace and/or nonconformances to the SA8000 Standard.



9.6.2 The organisation shall have procedures for investigating, following up on and communicating the outcome of complaints concerning the workplace and/or non-conformances to this Standard or of its implementing policies and procedures. These results shall be freely available to all personnel and, upon request, to interested parties.

9.6.3 The organisation shall not discipline, dismiss or otherwise discriminate against any personnel or interested party for providing information on SA8000 compliance or for making other workplace complaints.

9.6 PERFORMANCE CRITERIA FLAG

Topic	Criteria
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9.6 符合项记录

申诉/投诉/员工反馈流程是否到位且有效?	有 Complaints/ grievance handling procedure XQ-P-012 was established, complaint channel are communicated with employees. Five suggestion boxes were available on site, HR would check the suggestion box each month, no feedback was found since last audit.
申诉/投诉/员工反馈流程是否适当保护投诉人免受报复?	有 Confidential complaint channel such as suggestion box was provided, employee can also communicate grievance mechanism to GM or TU/worker representatives directly.
申诉/投诉/员工反馈机制是否可供所有人员和相关方使用?	有 There is an internal process for grievance, including suggestion box and TU/worker representatives, where workers can report any grievances (harassment, bullying, discrimination etc.); any received complaint will be handled by management, without any reprisal for the worker in question.
Additional Comments:	Complaint channels such as suggestion box, TU/worker representatives, HR staff etc. was provided to workers, no complaint was raised since last audit.

9.6 良好实践 ⓘ

良好实践的说明	观察到的客观证据	观察到的客观证据
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9.6 不符合项 ⓘ

SA8000条款编号	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference
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9.6 改善的机会 (OFI)

条款编号	改进机会描述	客户程序参考	证据上传
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9.7 EXTERNAL VERIFICATION & STAKEHOLDER ENGAGEMENT

SA8000 STANDARD REQUIREMENT CRITERIA:

9.7.1 In the case of announced and unannounced audits for the purpose of certifying its compliance with the requirements of this Standard, the organisation shall fully cooperate with external auditors to determine the severity and frequency of any problems that arise in meeting the SA8000 Standard.

9.7.2 The organisation shall participate in stakeholder engagement in order to attain sustainable compliance with the SA8000 Standard.

9.7 PERFORMANCE CRITERIA FLAG

Topic	Criteria
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9.7 符合项记录

实现对SA8000标准的可持续遵守，组织与利益相关方的参与是否有效？

有 Interested Party Communication Procedure QX-P-014 was established, company communicated to workers by bulletin, meeting, training, suggestion box, TU/worker representatives etc. No formal complaint was collected since last audit. The company also agreed with unannounced audit. Stakeholder such as clients, local TU, local government departments etc. are identified, local emergency management bureau conducted site inspection irregularly, no non-conformity issued to company.

Additional Comments:

Acceptable during this audit.

9.7 良好实践 ⁱ

良好实践的说明	观察到的客观证据	观察到的客观证据
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9.7 不符合项 ⁱ

SA8000条款编号	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference
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9.7 改善的机会 (OFI)

条款编号	改进机会描述	客户程序参考	证据上传
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9.8 CORRECTIVE & PREVENTIVE ACTIONS

SA8000 STANDARD REQUIREMENT CRITERIA:

9.8.1 The organisation shall formulate policies and procedures for the prompt implementation of corrective and preventive actions and shall provide adequate resources for them. The SPT shall ensure that these actions are effectively implemented.

9.8.2 The SPT shall maintain records, including timelines, that list, at minimum, non-conformances related to SA8000, their root causes, the corrective and preventive actions taken and implementation results.

9.8 PERFORMANCE CRITERIA FLAG

Topic	Criteria
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9.8 符合项记录

根本原因分析、预防和纠正措施流程是否得到充分实施且有效?

有 Corrective and preventive action procedure was defined in management manual QX-MM-02, reviewed CAPs to non-conformities raised in internal audit and previous BVC audit, corrective actions suitably implemented according to procedure requirements and generally accepted.

社会责任绩效小组是否有效地确保纠正和预防措施得到实施?

有 SPT are responsible for implementing corrective and preventive actions.

组织是否致力于防止SA8000的不符合?

有 Internal audit was conducted on 13/07/2021, 3 minor NCRs were raised, reviewed CAPs generally accepted. Total 3 NCs were raised in previous BVC audit, including 2 Minor NCs about H&S issue and 1 Time-bound NC about working hours. All NCs was verified and closed by audit team except the time-bound NC.

Additional Comments:

Acceptable during this audit.

9.8 良好实践 ⓘ

良好实践的说明	观察到的客观证据	观察到的客观证据 ⓘ
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9.8 不符合项 ⓘ

SA8000条款编号	不符合项类型	不符合项陈述	Objective Evidence Observed	观察到的客观证据	Local/legal law reference
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9.8 改善的机会 (OFI)

条款编号	改进机会描述	客户程序参考	证据上传
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9.9 TRAINING & CAPACITY BUILDING

SA8000 STANDARD REQUIREMENT CRITERIA:

9.9.1 The organisation shall implement a training plan for all personnel to effectively implement the SA8000 Standard as informed by the results of risk assessments. The organisation shall periodically measure the effectiveness of training and record their nature and frequency

9.9 PERFORMANCE CRITERIA FLAG

Topic	Criteria
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9.9 符合项记录

是否充分规划和实施了SA8000培训?

有 The company implemented a training plan for all personnel to effectively implement the SA8000 Standard as informed by the results of risk assessments.

是否对SA8000培训进行了充分的记录和有效性监控?

有 The company periodically measure the effectiveness of training and record their nature and frequency. Annual Training plan included SA8000 knowledge, management rule, health & safety knowledge, equipment operation, new employee orientation etc. They have carried out the training accordingly. The latest SA8000 training was conducted on 11/06/2021. Most of interviewed workers knew some of SA8000 knowledge.

Additional Comments:

Acceptable during this audit.

9.9 良好实践 ^①

良好实践的说明	观察到的客观证据	观察到的客观证据 ^①
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9.9 不符合项 ^①

SA8000条款编号	不符合项类型	不符合项陈述	观察到的客观证据	观察到的客观证据	Local/legal law reference
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9.9 改善的机会 (OFI)

条款编号	改进机会描述	客户程序参考	证据上传
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9.10 MANAGEMENT OF SUPPLIERS AND CONTRACTORS

SA8000 STANDARD REQUIREMENT CRITERIA:

9.10.1 The organisation shall conduct due diligence on its suppliers/subcontractors, private employment agencies and sub-suppliers' compliance with the SA8000 Standard. The same due diligence approach shall be applied when selecting new suppliers/subcontractors, private employment agencies and sub-suppliers. The minimum activities for the organisation to fulfil this requirement shall be recorded and shall include:

- a) effectively communicating the requirements of this Standard to senior leadership of suppliers/subcontractors, private employment agencies and sub-suppliers;
- b) assessing significant risks of non-conformance by suppliers/subcontractors, private employment agencies and sub-suppliers. [Note: an explanation of "significant risk" is found in the guidance document];
- c) making reasonable efforts to ensure that these significant risks are adequately addressed by suppliers/subcontractors, private employment agencies and sub-suppliers and by the organisation where and when appropriate, and prioritised according to the organisation's ability and resources to influence these entities; [Note: an explanation of "reasonable effort" is found in the guidance document]; and
- d) establishing monitoring activities and tracking performance of suppliers/subcontractors, private employment agencies and sub-suppliers to ensure that these significant risks are effectively addressed.

9.10.2 Where the organisation receives, handles or promotes goods and/or services from suppliers/subcontractors or sub-suppliers who are classified as home workers, the organisation shall take effective actions to ensure that such home workers are afforded a level of protection substantially equivalent to that afforded to the organisation's other workers under the requirements of this Standard.

9.10 PERFORMANCE CRITERIA FLAG

Topic	Criteria
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9.10 符合项记录

是否制定了有效的
 供应商/分包商尽职
 调查计划（例如，
 除了发送调查问卷
 外，还沟通或实施
 了要求和期望）？

有 Supplier control procedure QX-P-013 was established, all main suppliers were listed in qualified list. The risk of supplies was assessed on 31st July, 2021. The company classified the suppliers to A, B and C rates, total 87 qualified suppliers (including: 8 A, 53 B and 26 C). Due diligence was conducted for each supplier before cooperation. All suppliers were communicated with social accountability requirements, and signed the social accountability commitments. All suppliers were investigated by desktop or on site assessment. Sample check below records: Xiamen Qitai – 09/08/2021, New HongZi (Xiamen) – 02/08/2021



and Xiamen Weiligu – 06/08/2021 etc. generally acceptable. No exclusive suppliers or subcontractors were used in the company.

保安、食堂工人、清洁工等是否纳入供应商评估流程?

有 The security guards, canteen workers, cleaners were hired by the company directly.

家庭工管控 (如适用) 是否充分?

有 No homeworker was found on site.

Additional Comments:

Acceptable during this audit.

9.10 良好实践 ⓘ

良好实践的说明	观察到的客观证据	观察到的客观证据 ⓘ

9.10 不符合项 ⓘ

SA8000条款编号	Type	NC Statement	Objective Evidence Observed	Objective Evidence Observed	Local/legal law reference

9.10 改善的机会 (OFI)

条款编号	改进机会描述	客户程序参考	证据上传

审核完成

组织简介已经审查并更新

有

SA8000审核完成

有

打印

关闭