

Auditee :	JIANGMEN GUANGXIANG STAINLESS STEEL PRODUCT CO.,LTD.
Audit Date From :	23/11/2016
Audit Date To :	23/11/2016
Expiry Date of the Audit :	Please refer to the producer profile in the BSCI platform
Auditing Company :	HKQAA
Auditor's Name(s) :	Sidney Zhang(Lead)
Auditing Branch (if applicable) :	



BSCI Audit Summary Report

This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.
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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform. © Foreign Trade Association (FTA), 2013 - The English version is the legally binding One.

Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
A	A	A	A	A	A	A	A	A	A	A	A	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td></td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td></td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	B	C		B	B	B	B	B	B	B	B	B	B	B	C	C	C		<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
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A	A	A	A	A	B	B	B	B	B	B	B	B	C																																		
B	B	B	B	B	B	B	B	B	B	B	C	C	C																																		
<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td><td></td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td></td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C		A	A	A	A	A	B	B	B	B	C	C	C	C	D		C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C																																		
A	A	A	A	A	B	B	B	B	C	C	C	C	D																																		
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td><td></td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td><td></td><td></td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D		A	A	A	B	B	B	C	C	C	D	D	D	E			D	D	D	D	D	D	D	E	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	A	D	D	D																																		
A	A	A	B	B	B	C	C	C	D	D	D	E																																			
D	D	D	D	D	D	D	E	E	E	E	E	E	E	E																																	
<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	E	E	E	E	E	E	E																																	
A	A	B	B	C	D	E	E	E	E	E	E	E	E	E																																	
E	E	E	E	E	E	E	E	E	E	E	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Main Auditee Information



Name of producer :	JIANGMEN GUANGXIANG STAINLESS STEEL PRODUCT CO.,LTD.		
DBID number :	364311		
Audit ID :	70337		
Address :	(WORKSHOP)SHILUE, SIYI TEAM XIAOPING VILLAGE, SIQIAN TOWN, XINHUI AREA Jiangmen		
Province :	Guangdong	Country :	China
Management Representative :	Mr. JunFeng Zhou		
Contact person:	NongBo Huang	Sector :	Non-Food
Industry Type :	Accessories	Product group :	bathroom and kitchen utensiles
Product Type :	Kitchen utensile		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 23/11/2017

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	A	A	A	A	D	A	A	A	A	A	A	A

Executive summary of audit report

General Information:

The local name and the No of the business license for this auditee are 江门市光祥金属制品有限公司 and 91440700579724752K respectively. There are total 47 employees in the factory. The auditee consisted of one 2-storey office building, one 3-storey dormitory building and seven 1-storey production building. The main product are metal product, and the production processes including cutting, punching, soldering, polishing, assembly and packing. No canteen and transportation were provided to employees.

Performance Area 6: Decent Working Hours

The factory used a fingerprint recognition system to record employees' working hours. The normal working time: 7:30-11:30; 13:30-17:30, usually 2 hours overtime worked on weekday, 8 hours overtime worked on Saturdays. According to the sampled attendance records (October 2015 to audit date), the maximum overtime hours were 2 hours per weekday, 16 hours per week and 62 hours per month. Through worker interviews, it was confirmed that workers worked overtime voluntarily. The factory did not obtain a Comprehensive Working Hours System Approval.

Performance Area 5: Fair Remuneration

Payrolls from October 2015 to September 2016 were reviewed by sampling check to records of May, July and September 2016. As shown in the payrolls and confirmed by worker interviews, wage for workers was calculated by hourly rate, they had set basic salary to workers based on their experience or skills. The local legal minimum wage was RMB1,350 per month. The lowest wage paid in the factory was also RMB1,600 per month. The overtime compensation was calculated according to legal requirements. Wages were paid in cash within 30 days after the end of the calculation period. Social insurance payment receipts in the period from August to October 2016 were reviewed: 24 out of 47 employees were covered with five-type of social insurance schemes, the rest of 23 employees were covered with commercial accident insurance schemes. The auditee had obtained a social insurance waiver from local government.

As provided by the factory employee, price of foods as below: Pork: RMB15/500g Vegetable: RMB2/500g Rice: RMB2.68/500g Egg: RMB5/500g Basic needs wage=RMB1,856/month. The wage paid in the factory was less than BNW. where the assumptions are - household size : 3 - daily Calorie consumption : around 2000 - % of household expenditure spent on food : 30.6% - discretionary income : 10% - BNW calculation formula = Basic food basket × (1/% of avg. household expenditure spent on food) × (0.5 × avg. household size) × 1.1

Ratings Summary



Auditee's background information			
Auditee's name :	JIANGMEN GUANGXIANG STAINLESS STEEL PRODUCT CO.,LTD.	Legal status :	Limited company
Local Name :	江门市光祥金属制品有限公司 and 91440700579724752K	Year in which the auditee was founded :	2011
Address :	(WORKSHOP)SHILUE, SIYI TEAM XIAOPING VILLAGE, SIQIAN TOWN, XINHUI AREA	Contact person (please select) :	NongBo Huang
Province :	Guangdong	Contact's Email :	anson@guang-xiang.com
City :	Jiangmen	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	None
GPS coordinates :	N22°28'38"E112°50'57"	Total turnover (in Euros) :	2430000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Accessories	Of which domestic market % :	0.00
If other, please specify :	None	Production volume :	120000 PCS PER YEAR
Product Group :	bathroom and kitchen utensiles	Production cost calculation :	No
If other, please specify :	None	Lost time injury calculation cost :	No
Product Type :	Kitchen utensile		

Auditee's employment structure at the time of the audit			
Total number of workers :	47	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	25	22	
Temporary workers	0	0	
In management positions	2	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	9	12	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	25	22	
Production based workers	0	0	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 70337] Audit Date: 23/11/2016 PA Score: D

Deadline date:23/02/2017

GOOD PRACTICES:

The auditee had provided the information of stakeholders and supplychain.

AREAS OF IMPROVEMENT:

Based on satisfactory evidence, the main auditee partially respect this principle (Social Management System and Cascade Effect) because:

根据满意的证据, 主要被审核方部分尊重BSCI的本条原则, 原因:

- 1.1 - The systematic fault on the overtime working hours, it was concluded that the auditee did not set up and implemented an effective management system to implement the BSCI code of conduct.

在加班工作时间方面的系统性缺失, 受审核方并没有建立一个有效的管理体系来执行BSCI的行为准则。

- 1.4 - The systematic fault on the overtime working hours, it was concluded that the auditee did not organize the workforce capacity to meet the expectations of the delivery order.

在加班工作时间方面的系统性缺失, 受审核方没有有效地控制产能以满足可预期的出货需要。

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 70337] Audit Date: 23/11/2016 PA Score: A

Deadline date:23/12/2016

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on satisfactory evidence, the main auditee partially respects this principle, because:

基于令人满意的证据显示, 受审核方部分尊重BSCI本条款的要求, 原因:

- 2.4 - Although the worker representatives, managers understood the relative information regarding BSCI, the training of BSCI were not provided for these decision-maker.

尽管工人代表和管理层理解BSCI相关信息内容, 但是BSCI相关培训没有提供给这些决策人。

Remarks from Auditee:

None

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

Full Audit [Audit Id - 70337] Audit Date: 23/11/2016 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

None
未发现

Remarks from Auditee:

None

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 70337] Audit Date: 23/11/2016 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

None
未发现

Remarks from Auditee:

None

Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 70337] Audit Date: 23/11/2016 PA Score: A	Deadline date:23/02/2017
GOOD PRACTICES: The auditee had provided the fair remuneration scan.	
AREAS OF IMPROVEMENT: Based on satisfactory evidence, the main auditee partially respects this principle, because: 基于令人满意的证据显示, 受审核方部分尊重BSCI本条款的要求, 原因: 5.4 - Based on the information provided by auditee, local basic need wage was RMB1,856, it higher than the lowest wages of RMB1,700 in factory. 根据受审核方提供的资料, 当地的基本生活工资为1,856, 高于工厂的最低工资1,700.	
Remarks from Auditee: None	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 70337] Audit Date: 23/11/2016 PA Score: D	Deadline date:23/02/2017
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on satisfactory evidence, the main auditee partially respects this principle (Decent Working Hours) because: 基于令人满意的证据显示, 受审核方部分尊重BSCI关于体面工作时间方面的要求, 原因: 6.2 - Based on the checking attendance records in the period of from October 2015 to the audited date, it was noted that the monthly overtime hours of 4 out of 13 months in the audit scope had exceeded the 36 hours required by the labor law, the maximum overtime hours reached 62 in March 2016. (BSCI social requirement 6.2 & Labor Law of PRC Article 41) Remark: this is a systematic violation. 审核发现, 抽样自从2015年10月份至审核当天的考勤记录, 发现审核周期内13个月当中的4个月的加班时间都超过了劳动法规定的每月加班不超过36小时的规定, 最高2016年3月加班62小时。(BSCI的要求6.2 & 劳动法第41条) 备注:这是一个系统性问题。	
Remarks from Auditee: None	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 70337] Audit Date: 23/11/2016 PA Score: A	Deadline date:23/12/2016
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on satisfactory evidence, the main auditee partially respect this principle because: Remark: the auditee did not provide the canteen and transportation to all employees. 根据充分的证据, 主要被审核方部分尊重本条款的要求因为: 备注:受审核方没有提供食堂和交通工具给所有工人。 7.7 - 根据现场巡查: 冲压车间的化学品比如润滑油没有张贴标签。 Based on workshops tour: it was noted that the lubricating oil containers were not labeled. 7.13 - Based on inspection workshop: 60% of electrical switch located at punching and polishing workshop did not have the protective covers, it also were installed on the wooden boards, it may lead to the accident. 根据车间巡查: 冲压和抛光车间的60%电箱没有外盖, 并且安装在木板上, 这可能导致事故。 7.17 - Based on workshop inspection: the belt guards of at least 2 punching machines located at punching workshop were not installed, the belt guards of at least 5 polishing machines and at least 2 drilling machines were not installed, at least 5 Argon gas containers were not fixed, it violated the General rules for designing the production facilities in accordance with safety and health requirements: 6.1.2 Safeguards should be installed, where it is necessary for the operator to approach the moving part of the operating machine; 6.1.6 While the height of any below device is within 2M from the horizontal surface of operator, any transmission belt, rotating shaft, driving chain, couplings, pulleys, gear wheel, flywheel, chain wheel, electric saw and other dangerous parts should be equipped with protective device. 根据车间巡查: 冲压车间至少2台冲压机没有皮带罩, 抛光车间至少5台抛光机没有皮带罩, 至少2台钻床没有皮带罩, 至少5台氩气瓶没有固定, 这违反了生产设备安全卫生设计总则(GB5083-1999): 6.1.2 设备运行时, 操作者需要接近的动零、部件, 必须配置必要的安全防护装置; 6.1.6 以操作人员的操作位置所在平面为基准, 凡高度在2M之内的所有传动带、转轴、传动链、联轴节、带轮、齿轮、飞轮、链轮、电锯等危险零、部件及危险部位, 都必须设置防护装置。	
Remarks from Auditee: None	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 70337] Audit Date: 23/11/2016 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Remark: no child labor was detected during this audit. 备注: 本次审核没有发现童工。	
Remarks from Auditee: None	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 70337] Audit Date: 23/11/2016 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Remark: no juvenile worker was detected during this audit. 备注: 本次审核没有发现未成年工人。	
Remarks from Auditee: None	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 70337] Audit Date: 23/11/2016 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None 未发现	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 70337] Audit Date: 23/11/2016 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None 未发现	
Remarks from Auditee: None	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 70337] Audit Date: 23/11/2016 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None 未发现	
Remarks from Auditee: None	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 70337] Audit Date: 23/11/2016 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None 未发现	
Remarks from Auditee: None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	23/11/2016	70337	D	A	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
Factory name.jpg



Photo of fire safety equipment
Fire hydrant with testing.jpg



Photo of the inside of the main production hall
Assembly and packing workshop.jpg



External photo(s) of the production unit(s)
Main entrance.jpg



Photo of non-conformity
NC of PA6.2.jpg



Photo of the inside of the main production hall
Drinking water.jpg



External photo(s) of the production unit(s)
Office building.jpg



Photo of non-conformity
NC of PA7.13.jpg



Photo of the inside of the main production hall
Polishing workshop.jpg



External photo(s) of the production unit(s)
Production building.jpg



Photo of non-conformity
NC of PA7.17.1.jpg



Photo of the inside of the main production hall
Punching workshop.jpg



Photo first aid facilities
First aid kit.jpg



Photo of non-conformity
NC of PA7.17.2.jpg



Photo of the inside of the main production hall
Suggestion box.jpg

