

Monitoring result for Ningbo Tianqi Industrial Co.,Ltd on site Site 1

Monitoring

Monitored Party : Ningbo Tianqi Industrial Co.,Ltd
amfori ID : 156-009755-000
Site : Site 1
Site amfori ID : 156-009755-001
Address : No.21st, JinGang Road, Liyang town, Ninghai, Ningbo, Zhejiang
: 315602, Ninghai, Ningbo,
: Zhejiang Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Follow-up Monitoring
Monitoring Partner : ABS Quality Evaluations Inc.
Monitoring Start Date : 24/04/2023
Closing Meeting : 24/04/2023
Finished Date :
Submission Date : 10/05/2023
Expiration Date : 18/05/2024

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Overall rating

A	B	C	D	E	None
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Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	B
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
PA 6: Decent Working Hours	D
PA 7: Occupational Health and Safety	B

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

General description

Name of lead auditor: Honix Zhou; APSCA membership number: CSCA21703858

Name of team auditor: N/A

Monitoring partner name: ABS Quality Evaluations Inc. (Full APSCA Member Firm)

Audit schedule details: The Fully Announced Follow-up Monitoring was planned for 1 auditor x 1 day on 24 April 2023.

Business partner information: The auditee named by Ningbo Tianqi Industrial Co.,Ltd /宁波天祺实业有限公司 (913302265511423553); and located at No.21st, JinGang Road, Liyang town, Ninghai, Ningbo, Zhejiang, China / 中国浙江省宁波市宁海县力洋镇金港路21号.

The auditee was established on 16 April 2010 based on business license (valid to 15 April 2060). The auditor verified the business license with the address, legal entity representative, business scope, and other information according to website <http://www.gsxt.gov.cn/> (National Enterprise Credit Information Publicity System). The auditee's name and address were the same as above.

The auditee specialized in the manufacturing of plastic products. The main production activities included injection molding, assembling and packing. As claimed by auditee management, no process and product were subcontracted to another factory.

Audited location information: The auditee used 1F, 2F and partial 3F of one 3-storey building, one 4-storey building and another 3-storey building. The total construction area used by the auditee was about 17000 square meters. The canteen/kitchen and dormitory were provided for employees in the auditee. For one 3-storey building, 1F was used as injection molding workshop and materials warehouse, 2F was used as assembling and packing workshop and finished goods warehouse, partial 3F was used as assembling and packing workshop, the other area of 3F was leased to Ninghai SK Plastic Products Factory (宁海县SK塑料制品厂). The 4-storey building was used as office. The other 3-storey building was used as kitchen/canteen (1F) and dormitory (2F and 3F). The auditee leased one 1-storey building to Ningbo AR Trade Co., Ltd (宁波AR贸易有限公司) used as warehouse. The lessees had separate business licenses. Evacuation passages and exits in the shared 3-storey production building were shared by the auditee and the lessee. The auditee was responsible for the fire safety of the shared area and kept the evacuation routes unblocked. As per the worker's interview and onsite observation, no worker was exchanged.

Operating shifts / hours and Salary payment details:

The auditee provided time records from 1 April 2022 to the audit date (24 April 2023) and wage records from April 2022 to February 2023. The time records and wage records of February 2023 (current month), December 2022 (random month) and June 2022 (random month) were reviewed by sampling from 8 workers.

The biometric time recording system (face) was used to record the attendance of workers. Normal working time was 8 hours per day and 5 days per week. Injection workers ran 2 shifts: 07:30-15:30 (shift 1), 15:30-23:30 (shift 2); the kitchen staffs ran 1 shift: 09:00-12:30, 13:30-18:00; and the other employees ran the other 1 shift: 08:00-11:30, 12:30-17:00, sometimes overtime from 18:00 to 20:00. Maximum daily overtime was 2 hours, maximum monthly overtime was 60 hours, and maximum total weekly working hours were 52 hours. Maximum consecutive working days were 6 days. There was no obvious peak season for the auditee.

The paid minimum wage was CNY2300/month in the auditee, which was more than local legal minimum wage (CNY2070/month since 1 August 2021). The overtime compensation was paid at the rate of 150%, 200% and 300% of normal wage for overtime on working day, weekend and statutory holiday respectively according to legal requirements. No overtime was arranged on statutory holidays. Wages were paid monthly in cash within 25 days after the end of the calculation period.

There was total 49 employees, but without retirees, newly joined, temporary and dispatched employees in the auditee.

Based on the provided social insurance payment receipts of the recent one year, the auditee provided retirement insurance, unemployment insurance, medical insurance, maternity insurance and work-related injury insurance to 40 (81%) employees in March 2023; but the auditee did not provide commercial accident insurance to any employees. According to the management and employee interview, some employees were unwilling to participate in social insurance. The auditee did not obtain the social insurance waiver from the local government.

Worker number information:

- Total worker number: 49 (37 production workers and 12 management staffs)
- Production worker number: 37 (18 males and 19 females)
- Domestic migrant worker number: 27 (15 males and 12 females)
- No interns, apprentices, or contractor workers were identified in the auditee. All employees were permanent employees and hired directly by the auditee.

Good practices:

The benefits like position allowance and full attendance bonus were provided to workers by the auditee.

Worker organization details: No trade union was formed in the auditee. Two worker representatives were elected by all employees including the production employees.

Circumstances:

No special circumstance happened during the audit. All the findings were discussed with the management in the closing meeting. The auditee signed the onsite finding report. The auditor reminded the auditee that they should submit the Remediation Plan into the BSCI Platform within 60 days. The management was receptive of all the findings and gave the willingness to take appropriate corrective actions.

Summary of findings: The performance areas needed improvement were PA1, PA2, PA5, PA6, PA7, PA12, and PA13.

Living wage calculation: The living wage information please refer to the General Description of PA5.

Precautions taken about #COVID-19 in the facility: The auditee was located at a low risk area about COVID-19. The local government did not require companies to adopt prevention and control measures. But the auditee still conducted prevention and control measures, such as risk assessment, employee training, daily disinfection of the site, and emergency response measures, etc.

PIPA: The Personal Information Protection Act was issued in China and implemented since 1 November 2021. The auditor had mosaicked the personal information related to attached documents on BSCI platform.

Other comments:

- 1) No collective bargaining agreements or government waivers were available in the auditee.
- 2) There were no agencies / contractors used for employment by the auditee, which made the agency labor contract and contractor license not applicable.
- 3) According to the provided non-discrimination policy, the auditee did not hire workers based on gender, region, nationality, ages, politics, skin color, etc.
- 4) The auditee changed its name from Ningbo Tianqi Molding Co.,Ltd (宁波天祺模塑有限公司) to the current name in November 2018, the names on the main gate, EIA report, fire safety certificate and building structure safety certificate were the original one.

Site Details

Site : Site 1
Site amfori ID : 156-009755-001

GICS Classification

Sector	: Consumer Staples	Industry	: Personal Products
Industry Group	: Household & Personal Products	Sub Industry	: Personal Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	49 Workers
Legal minimum wage in local currency	2070 Monthly
Lowest wage paid for regular work at the site	2300 Monthly
Calculated living wage in local currency	4548 Monthly
Total sample	8 Workers

Other Metrics

Male workers	25 Workers
Female workers	24 Workers
Permanent workers - Male	25 Workers
Permanent workers - Female	24 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	7 Workers
Management - Female	4 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	15 Workers
Workers with night shift - Female	7 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	15 Workers
Domestic migrant workers - Female	12 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	25 Workers
Workers hired directly - Female	24 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	2 Workers
Sample - Female	6 Workers

Findings

PA1: Social Management System

Previous finding: The auditee established and implemented amfori BSCI management system, but continuous improvement was needed because some non-compliances were noted in several performance areas (PA1, PA2, PA5, PA6, PA7, PA12 and PA13), like sampling workers' monthly overtime hours exceeded legal requirement. Not corrected: Based on management and worker interviews, documents review and onsite observation, the auditee established and implemented amfori BSCI management system, but continuous improvement was needed because some non-compliances were noted in several performance areas (PA1, PA2, PA5, PA6, PA7, PA12 and PA13), like the sampling workers' monthly overtime hours exceeded legal requirement.

上次的问题：被审核方建立并实施了amfori BSCI管理体系，但仍然需要持续改善，因为在几个绩效领域（绩效领域1、2、5、6、7、12和13）发现一些不符合项，如抽样员工的月加班时间超过法律要求。未改善：根据管理和员工访谈、文件审核和现场审核，被审核方建立并实施了amfori BSCI管理体系，但仍然需要持续改善，因为在几个绩效领域（绩效领域1、2、5、6、7、12和13）发现一些不符合项，如抽样员工的月加班时间超过法律要求。

Previous finding: The auditee had established the production capacity calculation procedure but did not conduct the production capacity calculation to ensure the workforce capacity meet the expectations of delivery orders. Not corrected: Based on management and worker interviews and documents review, the auditee had established the production capacity calculation procedure but did not conduct the production capacity calculation to ensure the workforce capacity meet the expectations of delivery orders.

上次的问题：被审核方已经建立了产能规划的程序，但没有进行产能评估以保证生产能力满足订单的期望。未改善：根据管理和员工访谈和文件审核，被审核方已经建立了产能规划的程序，但没有进行产能评估以保证生产能力满足订单的期望。

PA 2: Workers Involvement and Protection

Previous finding: It was noted the auditee had defined long-term goals to protect employees according to amfori BSCI COC, but the auditee did not track the goals regularly. Not corrected: Based on management and worker interviews and documents review, the auditee had defined long-term goals to protect employees according to amfori BSCI COC, but the auditee did not track the goals regularly.

上次的问题：评估中发现被审核方根据amfori BSCI的行为准则制定了保护员工的长期目标，但是被审核方没有定期追踪设定的目标。未改善：根据管理和员工访谈和文件审核，被审核方根据amfori BSCI的行为准则制定了保护员工的长期目标，但是被审核方没有定期追踪设定的目标。

Previous finding: It was noted the auditee had maintained training records of amfori BSCI COC, however, 4 out of 5 interviewed workers were not clear of the basic definition or requirement. Not corrected: Based on management and worker interviews and documents review, the auditee had maintained training records of amfori BSCI COC, however, but about 50% interviewed workers were not clear of the basic definition or requirement.

上次的问题：评估中发现被审核方保留了amfori BSCI行为准则的培训记录，但是4/5名被访谈员工不清楚基本的概念及要求。未改善：根据管理和员工访谈和文件审核，被审核方保留了amfori BSCI行为准则的培训记录，但是约50%的被访谈员工不清楚基本的概念及要求。

PA 5: Fair Remuneration

Previous finding: It was noted the auditee had collected the local legal minimum wage document (RMB2070/M since Aug 1, 2021 and RMB1660/M before Aug 1, 2021). The basic wages paid to sample workers were RMB2800-3000 in Mar 2022 (current month), which were lower than the local decent living wage standard, the decent living wage standard in the town area of Ninghai City was RMB4548.59 per month. Corrected: Based on management and worker interviews and documents review, the auditee had collected the local legal minimum wage document (CNY2070/M since 1 August 2021). The basic wages paid to all sample workers were CNY4750-5250 in the sampled months, which were more than the local decent living wage standard (the town area of Ninghai County: CNY4548.59 per month).

上次的问题：评估中发现被审核方已经收集了当地的法定最低工资文件（2021年08月01日开始为每月2070元，2021年08月01日前为每月1660元）。抽样员工在2022年3月（当前月）的月基本工资为人民币2800-3000元，低于当地体面生活工资标准，宁海城镇的体面生活工资标准为每月4548.59元。已改善：根据管理和员工访谈和文件审核，被审核方已经收集了当地的法定最低工资文件（2021年08月01日开始为每月2070元）。所有抽样员工在抽样月份的月基本工资为人民币4750-5250元，高于当地体面生活工资标准（宁海县城镇：每月人民币4548.59元）。

Previous finding: There were 48 employees in auditee including 3 retired employees, but no temporary worker, newly joined employee or dispatch worker used, 45 out of 48 employees should be enrolled in 5 kinds of social insurances. Based on provided social insurance payment voucher of recent year, the auditee provided pension insurance, unemployment insurance, maternity insurance, medical insurance and work-related injury insurance to 30 employees (66.7%) in Mar 2022. The auditee did not provide commercial accident insurance to any employee (0%). According to the management interview and employee interview, the reason why some employees did not participate in the social insurance was because they had rural insurance. The auditee did not obtain social insurance waiver. (Labor Law of the People's Republic of China (1994), Article 72 and Article 73) Not corrected: There was total 49 employees, but without retirees, newly joined, temporary and dispatched employees in the auditee. Based on the provided social insurance payment receipts of the recent one year, the auditee provided retirement insurance, unemployment insurance, medical insurance, maternity insurance and work-related injury insurance to 40 (81%)

PA 5: Fair Remuneration

employees in March 2023; but the auditee did not provide commercial accident insurance to any employees. According to the management and employee interview, some employees were unwilling to participate in social insurance. The auditee did not obtain the social insurance waiver from the local government. (Social Insurance Law of the People's Republic of China, Article 4)

上次的问题：评估中发现：被审核方共48名员工包含3名退休员工，但未使用新入职员工、临时工和派遣员工，48名员工中的45名需要缴纳社保五险。根据提供的过去一年的社保缴费凭证，被审核方在2022年3月为30名员工（66.7%）提供了养老保险、失业保险、生育保险、医疗保险和工伤保险。被审核方没有为任何员工提供商业意外险（0%）。根据管理人员访谈和员工访谈，一些员工没有参加社保是因为他们有农保。被审核方未获得社保批文。（《中华人民共和国劳动法》（1994）第七十二条和第七十三条）未改善：被审核方总共49名员工，但是没有退休返聘员工、新进员工、临时工和劳务派遣工。根据提供的过去一年的社保缴费凭证，被审核方在2023年3月给40名（81%）员工提供了养老保险、失业保险、医疗保险、生育保险和工伤保险；但没有给任何员工提供了商业意外伤害保险。根据管理层和员工访谈，因为部分员工不愿意参加社会保险。被审核方没有从当地政府获得社保批文。（《中华人民共和国社会保险法》第四条）

PA 6: Decent Working Hours

Previous finding: The auditee provided attendance records from Apr 1, 2021 to audit day (May 9, 2022). It was noted that the monthly overtime hours exceeded legal requirement of 36 hours from Apr 2021 to Mar 2022 (except Sep 2021, Jan 2022 and Feb 2022) for 5 randomly selected employees. Three months were elected as samples in audit scope: the maximum overtime hours were 52 hours in Mar 2022 (Current month), 52 hours in Dec 2021 (Random Month) and 52 hours in Jul 2021 (Random Month). (Labor Law of the People's Republic of China (1994), Article 41) Not corrected: According to the attendance records of the sampled workers, the monthly overtime of February 2023 (current month) was 32-44 hours, which exceeded 36 hours of legal requirement for the sampled 5/8 employees; the monthly overtime of December 2022 (random month) was 40-50 hours, which exceeded 36 hours of legal requirement for the sampled 8/8 employees; the monthly overtime of June 2022 (random month) was 40-60 hours, which exceeded 36 hours of legal requirement for the sampled 8/8 employees. (Reference law/regulation: China Labor Law, Article 41)

上次的问题：被审核方提供了2021年4月1日至审核当日的考勤（2022年5月9日），评估中发现：随机抽选的5名员工的月加班时间在2021年04月至2022年03月（除了2021年9月、2022年1月和2022年2月）超过了法规要求的36小时。在审核范围内抽取三个月做为样本：在2022年03月（当前月），最大月加班为52小时；在2021年12月（随机月），最大月加班为52小时；在2021年07月（随机月），最大月加班为52小时。（《中华人民共和国劳动法》（1994）第四十一条）未改善：根据抽样员工的考勤记录，2023年2月（当前月）的月加班时为32-44小时，抽样的5/8名员工的加班时间超过法规要求的36小时；2022年12月（随机月）的月加班时为40-50小时，抽样的8/8名员工的加班时间超过法规要求的36小时；2022年6月（随机月）的月加班时为40-60小时，抽样的8/8名员工的加班时间超过法规要求的36小时。（参考法律法规：《中华人民共和国劳动法》第四十一条）

PA 7: Occupational Health and Safety

Previous finding: The auditee had set up an Occupational Health and Safety Management System according to amfori BSCI standards and law requirements. However, due to some non-compliances issues were identified as below, such as no electrical safety warning signs posted, goods were stored against wall, etc., this system still needed improvements. Not corrected: Based on management and worker interviews, documents review and onsite observation, the auditee had set up an Occupational Health and Safety Management System according to amfori BSCI standards and law requirements. However, this system still needed improvements due to some non-compliances issues were identified as below, such as charging ladders missing the handrail, goods were stored against wall or pillar, etc.

上次的问题：被审核方根据amfori BSCI标准和法规的要求建立了一套职业健康安全管理体系，但是因为发现了下列不符合项，如没有张贴电器安全警示标识，物品靠墙堆放等，该体系仍需要改善。未改善：根据管理和员工访谈、文件审核和现场审核，被审核方根据amfori BSCI标准和法规的要求建立了一套职业健康安全管理体系，但是该体系仍需要改善，因为发现了下列不符合项，如加料梯没有安装扶手、物品靠墙或柱堆放等。

Previous finding: The auditee provided social insurance payment voucher of recent year, it was noted the auditee did not provide accident insurance or commercial accident insurance to 18 out of 48 workers in Mar 2022. The auditee did not obtain social insurance waiver. No injury happened in the last year. (Regulations on Worker's Compensation Insurance, Article 2) Not corrected: There was total 49 employees, but without retirees, newly joined, temporary and dispatched employees in the auditee. Based on the provided social insurance payment receipts of the recent one year, the auditee provided work-related injury insurance to 40 employees in March 2023; but the auditee did not provide commercial accident insurance to any employees. The auditee did not obtain the social insurance waiver from the local government. (Reference law/regulation: Regulations on work-related Injury Insurance, Article 2)

上次的问题：被审核方提供了近一年的社保缴费凭证供查阅，评估中发现，在2022年3月被审核方没有为48名员工中的18名购买工伤险或商业意外险，被审核方未获得社保批文。近一年没有发生工伤。（《工伤保险条例》第二条）未改善：被审核方总共49名员工，但是没有退休返聘员工、新进员工、临时工和劳务派遣工。根据提供的过去一年的社保缴费凭证，被审核方在2023年3月给40名员工提供了工伤保险；但没有给任何员工提供了商业意外伤害保险。被审核方没有从当地政府获得社保批文。（参考法律法规：《工伤保险条例》第二条）

Previous finding: It was noted that the auditee did not provide occupational health checks to 20 out of 20 workers in injection molding workshop who were in contact with noise. (Law of the People's Republic of China on Prevention and Control of

PA 7: Occupational Health and Safety

Occupational Diseases, Article 35) Not corrected: Based on management and worker interviews, documents review and onsite observation, the auditee did not provide occupational health checks to 22 out of 22 workers in injection workshop who were in contact with noise. (Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35)

上次的问题：评估中发现：被审核方没有为注塑车间接触噪音的20名员工中的20名提供职业健康体检。（《中华人民共和国职业病防治法》第三十五条）未改善：根据管理和员工访谈、文件审核和现场审核，被审核方没有为注塑车间接触噪音的22名员工中的22名提供职业健康体检。（《中华人民共和国职业病防治法》第三十五条）

Previous finding: It was noted the auditee had conducted health and safety risk assessment for its production operation, but as per the workers interview, it was noted that workers or worker representatives did not participate in the process of occupational health and safety risk assessment. Not corrected: Based on management and worker interviews and documents review, the auditee had conducted health and safety risk assessment for its production operation, but as per the workers interview, it was noted that workers or worker representatives did not participate in the process of occupational health and safety risk assessment.

上次的问题：评估中发现被审核方进行了生产活动的健康安全风险评估，但根据员工访谈，发现员工或员工代表未参与职业健康安全风险评估的过程。未改善：根据管理和员工访谈和文件审核，被审核方进行了生产活动的健康安全风险评估，但根据员工访谈，发现员工或员工代表未参与职业健康安全风险评估的过程。

Previous finding: It was noted the auditee had conducted fire drills on Mar 30, 2022 and Sep 15, 2021, but the pictures provided in fire drill records did not show the taken time. Corrected: Based on documents review, the auditee had conducted fire drills on 14 December 2022 and 16 June 2022, and the pictures provided in fire drill records had shown the taken time. Based on management and worker interviews, all workers participate in the fire drills.

上次的问题：评估中发现被审核方在2022年03月30日和2021年09月15日进行了消防演习，但消防演习记录中的图片没有显示拍摄时间。已改善：根据文件审核，在2022年12月14日和2022年6月16日进行了消防演习，消防演习记录中的图片中有显示拍摄时间。根据管理和员工访谈，所有员工均参加了消防演习。

New finding: Based on management and worker interviews and onsite observation, the auditee did not provide earplugs to 22 out of 22 workers in injection molding workshop who were in contact with noise. (Reference law/regulation: Law of the PRC on Work Safety, article 45)

新的问题：根据管理和员工访谈和现场审核，被审核方没有为注塑车间接触噪音的22名员工中的22名提供耳塞。（参考法律法规：《中华人民共和国安全生产法》第四十五条）

Previous finding: It was noted 50% chemicals (machine oil) stored onsite was not equipped with MSDS and secondary containment (anti-leakage device). (Regulations on Safety Use of Chemicals in Workplaces Article 20 and Regulations on safety Administration of Hazardous Chemicals, Article 20) Not corrected: Based on management and worker interviews and onsite observation, two buckets of chemicals (hydraulic oil) stored onsite in injection molding workshop was not equipped with MSDS and secondary containers (anti-leakage device). (Reference law/regulation: Regulations on Safety Use of Chemicals in Workplaces Article 20 and Regulations on safety Administration of Hazardous Chemicals, Article 20)

上次的问题：评估中发现：现场存储的50%的化学品（机油）没有配置MSDS及二次容器（防泄漏装置）。（《工作场所安全使用化学品规定》第二十条和《危险化学品安全管理条例》第二十条）未改善：根据管理和员工访谈和现场审核，注塑车间现场存储的两桶的化学品（液压油）没有配置物质安全资料表及二次容器（防泄漏装置）。（参考法律法规：《工作场所安全使用化学品规定》第二十条和《危险化学品安全管理条例》第二十条）

Previous finding: 1. It was noted that no sign of warning electrical shock was posted for 10% electricity switch boxes in the workshop. (Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008) 2. It was noted no PPE reminding sign was not posted in injection workshop where helmet and protective shoes were needed. (Article 13 of Management Standard on Employing Unit Occupational Diseases Harm Notification and Warning Sign) Corrected: 1. Based on onsite observation, the auditee had posted the sign of warning electrical shock for all electricity switch boxes in the workshop. Based on document reviewing and worker interview, the auditee provided the training about electric safety to relevant workers. 2. Based on onsite observation, the auditee had posted the warning sign to remind workers wearing PPE in injection molding workshop. Based on document reviewing and worker interview, the auditee provided the training about using PPE to relevant workers.

上次的问题：1. 评估中发现被审核方车间中的10%的电控开关盒没有张贴当心触电的警示标识。（《安全标志及使用导则（GB 2894-2008）》警示标志2-7）2. 评估中发现PPE警示标识没有张贴在需要安全帽和劳保鞋的注塑车间。（《用人单位职业病危害告知与警示标识管理规范》第十三条）已改善：1.根据现场观察，被审核方给车间中所有的电控开关盒张贴了“当心触电”警示标识。根据文件评审和员工访谈，被审核方给相关员工提供了用电安全方面的培训。2.根据现场观察，被审核方在注塑车间张贴了提醒员工佩戴安全帽和劳保鞋的警示标识。根据文件评审和员工访谈，被审核方给相关员工提供了劳动防护用品使用方面的培训。

Previous finding: It was noted that 10% electric switch boxes in workshops and warehouse were not installed with protective covers. (Article 6.7, General Guide for Safety of Electric User (GB/T 13869-2017)) Corrected: Based on onsite observation, all electric switch boxes in workshops and warehouse were installed with protective covers. Based on document reviewing and worker interview, the auditee provided the training about electric safety to relevant workers.

上次的问题：评估中发现：车间和仓库中10%的电开关盒没有安装保护罩。（《用电安全导则》（GB/T 13869-2017）6.7）已改善：根据现场观察，车间和仓库中所有电开关盒均安装了保护罩。根据文件评审和员工访谈，被审核方给相关员工提供了用电安全方面的培训。

New finding: Based on management and worker interviews and onsite observation, the evacuation plans posted onsite were not in compliance with relevant standards: Firstly, the size for all the evacuation plans posted in the workshops was insufficient, the size should be at least 297mm*420mm (A3) instead of 210mm*297mm (A4); secondly, all the evacuation plans in the

PA 7: Occupational Health and Safety

workshops were made of A4 papers instead of durable material and printing oil. (Reference law/regulation: Escape and Evacuation Plan-design Principles and Requirements Article 5.9 and 8)

新的问题：根据管理和员工访谈和现场审核，被审核方现场张贴的平面逃生图不符合相应的规范：首先，生产车间内张贴的平面逃生图尺寸太小，其尺寸应至少是297mm * 420mm (A3)，而不是210mm * 297mm (A4)；其次，生产车间内张贴的平面逃生图均由A4纸制作，而不是由具有足够耐久性的材料和油墨制作。（参考法律法规：《疏散平面图-设计原则与要求》第5.9条以及第8条）

Previous finding: It was noted the auditee did not installed handrail for 50% charging ladders of injection machine, the height of the ladder was about 1.0M above floor. (Safety of Machinery-Permanent Means of Access to Machinery- Part 3: Stairs, stepladders and guard-rails Article 7.1.2) Not corrected: It was noted the auditee did not installed handrail for 50% charging ladders of injection machine, the height of the ladder was about 1.0M above floor. (Safety of Machinery-Permanent Means of Access to Machinery- Part 3: Stairs, stepladders and guard-rails Article 7.1.2)

上次的问题：评估中发现：被审核方没有为50%的注塑机的加料梯安装扶手，加料梯高度约为1.0M。（《机械安全 进入机械的固定设施》第3部分：楼梯、阶梯和护栏7.1.2）未改善：根据管理和员工访谈和现场审核，被审核方没有为50%的注塑机的加料梯安装扶手，加料梯高度约为1.0M。（《机械安全进入机械的固定设施》第3部分：楼梯、阶梯和护栏7.1.2）

Previous finding: It was noted no toilet paper or soap was available in all toilets. Not corrected: Based on management and worker interviews and onsite observation, no toilet paper or soap was available for all toilets in production area.

上次的问题：评估中发现：所有卫生间没有提供厕纸和肥皂。未改善：根据管理和员工访谈和现场审核，生产区域所有卫生间没有提供厕纸和肥皂。

Previous finding: It was noted 10% goods in workshop and warehouse were stored against wall. (Article 18 of the Provisions for the Administration of Fire Safety in Warehouses) Not corrected: Based on management and worker interviews and onsite observation, about 20% goods in workshop and warehouse were piled close to wall or pillar, the distance between the goods and wall/pillar was less than the legal required 0.5 or 0.3 meters respectively. (Reference law/regulation: Rules for fire safety management of warehouses, Article 18)

上次的问题：评估中发现：车间及仓库中10%的物品靠墙堆放。（《仓库防火安全管理规定》第十八条）未改善：根据管理和员工访谈和现场审核，车间及仓库中约20%的物品靠墙或靠柱堆放，离墙或离柱距离分别小于法定的0.5或0.3米。（参考法律法规：《仓库防火安全管理规则》第18条）

PA 12: Protection of the Environment

Previous finding: It was noted the auditee did not conduct self-assessment for its environmental impacts upon surrounding communities and did not set up grievance mechanism to address the environmental concerns of surrounding communities. Not corrected: Based on management and worker interviews and documents review, the auditee did not conduct self-assessment for its environmental impacts upon surrounding communities and did not set up grievance mechanism to address the environmental concerns of surrounding communities.

上次的问题：评估中发现被审核方没有对其生产经营活动中可能对周围环境造成的影响进行评估，并且没有建立周围社区针对环境问题的申诉机制。未改善：根据管理和员工访谈和文件审核，被审核方没有对其生产经营活动中可能对周围环境造成的影响进行评估，并且没有建立周围社区针对环境问题的申诉机制。

PA 13: Ethical Business Behaviour

Previous finding: It was noted the auditee did not provide private information confidential protection policy on workers. No related training was provided to employees. Not corrected: It was noted the auditee did not provide private information confidential protection policy on workers. No related training was provided to employees.

上次的问题：评估中发现：被审核方没有提供关于包括员工的信息资料等的保密政策。也没有为员工进行相关培训。未改善：评估中发现：被审核方没有提供关于包括员工的信息资料等的保密政策。也没有为员工进行相关培训。



Report Date: September 1, 2023
Audit Date: August 25, 2023
Factory ID number: L-3498

To: Mr. Tommy Lu <tianqi1@tianqitechnology.com>
From: Michael Hu / AECOM <Michael.hu@aecom.com>
Cc: Karen Tionson / NBCUniversal <Karen.Tionson@nbcuni.com>
Margaret Erquiaga / NBCUniversal <Margaret.Erquiaga@nbcuni.com>
Sophie Zhao / NBCUniversal <Sophie.Zhao@nbcuni.com>
Tori Zins / NBCUniversal <Tori.Zins@nbcuni.com>
Subject: **Summary of Findings - Supplier GBS Audit**
Ningbo Tianqi Industrial Co., Ltd. (L-3498)
No.21 Jin'gang Road, Liyang Town, Ninghai County, Ningbo City, Zhejiang Province, China
Audit Cycle: Initial Audit

This report summarizes the findings of the Environment, Health and Safety Audit conducted at the facility of **Ningbo Tianqi Industrial Co., Ltd.** located at **No.21 Jin'gang Road, Liyang Town, Ninghai County, Ningbo City, Zhejiang Province, China.**

The findings of the GBS Reviews were based upon a review of the documents furnished by **Ningbo Tianqi Industrial Co., Ltd.** and the observations obtained by **AECOM** on behalf of NBCUniversal during the Site visit on **August 25, 2023**. For the purpose of this audit, the facility of **Ningbo Tianqi Industrial Co., Ltd.** is referred to as the 'Site' in this report.

Guidance:

The GBS Assessment Report summarizes the Site audit findings and includes a corrective, and preventative action plan that both the Auditor and the Site Manager believe is reasonable to ensure conformity with the country specific and local laws.

NBCUniversal (NBCU) upholds a worldwide reputation for integrity and high standards of business conduct. NBCU Supplier Relationship Policy requires that we source only from Factories who comply with local laws and any applicable NBCU standards in such areas as labour, environment, health and safety. In order to ensure compliance with applicable laws and company policies, please provide evidence of closure on all open red findings within 90 days from receipt of report.

If you have any questions about the memorandum please contact Michael Hu / AECOM <Michael.hu@aecom.com>, and Karen Tionson / NBCUniversal <Karen.Tionson@nbcuni.com>

"AECOM" (on behalf of NBCUniversal)

Supplier General Information	
Name of Factory	Ningbo Tianqi Industrial Co., Ltd. (宁波天祺实业有限公司)
Physical Location Address	No.21 Jin'gang Road, Liyang Town, Ninghai County, Ningbo City, Zhejiang Province, China (中国浙江省宁波市宁海县力洋镇金港路 21 号)
Factory Contact Name(s)	Mr. Tommy Lu / Business Manager (销售经理)
Factory Contact Number/Email	Mobile: +86-13285748143 Email: tianqi1@tianqitechnology.com
Official Factory Website	None
Waivers from Government	None
Certifications received from Government or other Companies.	None
Principle Products Manufactured	Plastic Cup
Annual Output of Products	Approximately 10 million cups
Major Customers	Walmart
Production Process	Mold making, injection molding, heat transfer printing, assembly and packing
Factory Normal Working Days and Normal Work Hours	All departments (except for injection molding department) run five days (from Monday to Friday) per week in one shift. Daily working hours: 8:00~11:30; 12:30~17:00 (8 hours per day)
Departments that run more than one shift	Injection molding department runs two shifts per day and five days per week (from Monday to Friday) 1 st shift: 07:30-15:30; and 2 nd shift: 15:30-23:30
Peak Production Months	None
Number of Production Buildings	One three-story production building
Canteen/Cafeteria Services	The canteen located on the 1 st floor of one three-story dormitory
Dormitories	One three-story dormitory
Security	There were 4 outsourced security guards working at the gate of the Site in 24 hours a day and seven days per week in 2 shifts. The Site installed closed-circuit television system onsite.
Overall findings	In view of findings raised, non-compliances were observed in the area of wages and compensation, fire protection, occupational hazards and EHS permits. Details of the findings are listed below. For all other areas, no violations or non-compliances were noted.

Findings	<p>Total Findings – 6</p> <p>Black Flags – 0</p> <p>Red Flags - 2</p> <p>Yellow Flags - 4</p>
Permits - the following government documents and permits were provided for review.	<ol style="list-style-type: none"> 1. Safety Management Certificate for Mr. Li Xiaozhe, issued by Zhejiang Safety Production Internet Institute, valid until December 31, 2023; 2. Environment Impact Assessment (EIA) Statement Form for annual producing 18 million plastic goods technology improvement Project and corresponding Approval, issued by Environmental Protection Bureau (EPB) of Ninghai County, July 24, 2018; 3. Self Environmental Protection Check and Acceptance (EPCA) Report, August 2018; 4. Pollutants Discharge Registration Form and its Return Receipt (913302265511423553001X), valid until May 13, 2025; 5. Environment Monitoring Report for Domestic Wastewater, Canteen Fume, Fugitvely Air Emission and Boundary Noise, prepared by Ningbo Yonglan Testing Technology Co., Ltd., June 2023; 6. Empty De-mold Agent Containers Recycle Agreement with the Suppliers and Recycle Record, 2023; 7. Industrial Hygiene Monitoring Report for Workplace Noise and Dust, prepared by Ningbo Yuanda Inspection Co., Ltd., March 28, 2023; 8. Use Permits and Inspection Reports of 2 elevators, 3 forklifts and 4 cranes, all within valid period; 9. Special Operation Certificates of 1 electrician and 1 welder, both within valid period; 10. Special Equipment Operation Certificates of 2 forklift operators and 1 special equipment administrator, all within validity period; 11. First Aider Certificates of 2 workers, issued by Ningbo Red Cross, both within validity period; 12. Food Business Permit, issued by Ninghai Market Supervision and Administration Bureau, valid until April 1, 2024; 13. Health Certificates of 2 food handlers, both within validity period; and 14. One Fire Protection Check and Acceptance (FPCA) Approval for one four-story office building, one three-story dormitory and one three-story production building, issued by Ninghai Fire Brigade, dated July 20, 2012.
Audit Score Percentage and Audit Re-extension Status	<p>94%</p> <p><i>NBCUniversal has implemented an audit performance scoring system for the purpose of granting extensions to the company's annual re-audit requirement. This score is used to calculate re-audit timing only and is <u>not</u> approval for production to commence.</i></p> <p><u>Audit Approval Extensions:</u></p> <ul style="list-style-type: none"> ○ <u>Extensions may be offered only if the factory has corrected and closed all findings.</u> NBCU discretion is allowed. Note all approval periods are from the audit date. ○ Below 85%= 12 month approval

	<ul style="list-style-type: none"> ○ 85%-92%= 18 month approval ○ 93% and above= 24 month approval <p><u>Production Authorization:</u></p> <ul style="list-style-type: none"> ○ If this is the initial audit of the factory production cannot commence <u>until all red flagged findings are addressed</u> and official notification is received from the NBCUniversal business unit. Please note that production is not allowed until your factory has been approved and an NBCU approval letter is received.
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Background

In 2010, Ningbo Kaidong Sports Goods Co., Ltd. ("Site" hereafter) was established at the Ningbo City and started its operation.

In 2012, the Site purchased the current land, built all the constructions, moved to the current location and continued its production. Prior to 2012, the Site area was farmland.

In 2013, the Site changed its name to Ningbo Tianqi Mold&Plastic Co., Ltd..

In 2018, the Site changed its name to Ningbo Tianqi Industrial Co., Ltd..

The Site covered a gross area of about 17,826 square meters (m²) and a construction area of 17,721 m². The Site comprised one four-story office building, one three-story dormitory and one three-story production building. One canteen was located on the 1st floor of the dormitory. Part of the 2nd floor of the production building was leased to Ningbo Tianqi Technology Co., Ltd. for air cleaner production. Based on the Site representative, Ningbo Tianqi Technology Co., Ltd. had no relationship with NBCU products.

The main raw materials used at the Site are steel and plastic particle, including polypropylene (PP) and polyethylene (PE). The main chemicals used at the Site are de-molding agent. Based on the Site representative, the machine maintenance was outsourced to another company. There was no machine oil stored at the Site during the audit.

Vicinity of the Site building is as follows:

- North: Ningbo Tianji Energy Saving Optoelectronic Co., Ltd.;
- South: Ningbo Ruining Electrical Equipment Co., Ltd.;
- West: Schmalz Technology (Ningbo) Co., Ltd.; and
- East: Jingang Road and residential area across the road.

No process wastewater was discharged from the Site. Domestic wastewater generated from the Site was treated by onsite septic tank and then discharged into the local municipal sewage system. Canteen fume was discharged through one outlet after being-treated by fume purifier. Non-methane hydrocarbon and dust from injection molding process was discharged fugitively.

Based on the industrial hygiene monitoring report in 2023 and onsite observation, the occupational health hazards mainly are dust from the injection molding process and noise from the crushing machines.

There were two single-story buildings built by one customer of the Site named Aisen Trade Co., Ltd. as office and warehouse. Based on the Site representative, they could not provide Fire Protection Check and Acceptance (FPCA) approval of these two buildings, because these two buildings were built and used by other company. As observed during a quick site tour at these two buildings, fire extinguishers and fire hydrants were provided in these buildings. The fire distance met the requirement. These two buildings were not allowed to be included in the audit scope.

GBS/EHS Management:

Mr. Li Xiaozhe is responsible for the overall management of Environment, Health and Safety (EHS) issues of the Site. He holds the valid Safety Management Certificate.

Employee Interview

Number of Selected Employees: There were 83 employees in the Site. 25 workers were selected for the worker interview.

Age Groups/Gender: Of the interviewed workers, 5 were 20 to 30 years old, 15 were 30 to 50 years old and 5 were over 50 years old, including 15 males and 10 females.

Employment Period: Of the interviewed workers, 5 have been hired for less than 1 year, 11 have been hired for 1 to 3 years and 9 have been hired for more than 3 years.

Operational Activities: All the interviewed workers were from the injection molding, heat transfer printing, mold making and packing workshops.

Finding Numbers: 1 (4.2a)

Best Practices:

The Site conducted the fire drills twice a year. The general housekeeping was well maintained.

Opening and Closing Meetings:

An opening meeting was conducted at 9:00 am and attended by the Site representatives Mr. Liu Tong (Administrative Manager) together with Michael Hu (AECOM Auditor). The auditor introduced the purpose, content and procedure of the audit, NBCU Manufacturer Code of Conduct (CoC), as well as the Factory Awareness Guide. The Site representative Mr. Liu signed the NBCU Manufacturer CoC.

A closing meeting was conducted at about 5:00 pm and attended by the Site representatives Mr. Liu Tong and Michael Hu. The auditor raised the issues identified and introduced the follow-up section. All findings were confirmed by the Site representative. The Site representative expressed that they were willing to follow the relevant requirements of NBCU and close the findings as soon as possible.

Results Summary

Section	Is there a finding?	If there is a finding, then list finding ID/Flag Type	Auditor Notes
Underage Labor	No	/	/
Forced Labor	No	/	/
Prison Labor	No	/	/
Working Hours	No	/	/
Wages & Compensation	Yes	4.2a- Yellow Flag	/
Discrimination/Human Rights	No	/	/
Freedom of Association	No	/	/
Facilities/Building Conditions	No	/	/
Fire Prevention/Emergency Response	Yes	1.9 - Red Flag	/
Occupational Health & Safety (Include all permits)	Yes	1.3 - Yellow Flag 2.38 - Red Flag	/
Environmental Conditions (Include Waste, Air, Water)	Yes	1.2 - Yellow Flag 1.7 - Yellow Flag	/
Dormitories	No	/	/
Canteen & Cafeteria Services	No	/	/
Medical	No	/	/
Security	No	/	/

1. Number of Fulltime Employees/Workers

Department	First Shift	Second Shift	Third Shift as applicable	Peak Season
Administration	16	/	/	/
QA&QC	2	/	/	/
Warehouse	3	/	/	/
Injection Molding	8	7	/	/
Heat Transfer Printing	2	/	/	/
Mold Making	8	/	/	/
Assembly and Packing	37	/	/	/
Total Number of Employees/Workers	76	7	/	/

2. Production Process – include chemicals used in the production process

Production process	Check if applicable to Site	Chemicals used	Approximate volume of chemicals used/stored monthly
Injection Molding	Yes	De-mold agent	2 L per month
Raw Material	Yes	PP&PE	100 ton per month

Findings to be Addressed:

NBCUniversal has implemented an audit performance scoring system for the purpose of granting extensions to the company's annual re-audit requirement. This score is used to calculate re-audit timing only and is not approval for production to commence.

○ **Audit Approval Extensions:**

- If the factory scores below 85% on an audit, a 12-month re-audit cycle will apply, without exception.
- If the factory scores 85% or better **and corrects and closes all audit findings**, the factory could qualify for an extension of the re-audit. The annual audit requirement may be extended to 18 or 24 months depending on the audit score.

○ **Production Authorization:**

- If this is the initial audit of the factory production cannot commence **until all red flagged findings are addressed** and official notification is received from the NBCUniversal business unit. Please note that production is not allowed until your factory has been approved and an NBCU approval letter is received.

No. 编号	Finding Category 问题点类别	Flag Type 红黄旗	Audit Findings 问题点	Recommendations 整改建议	Photos 照片
1.9	Fire Protection 消防	Red 红旗	1.9 Liquid petroleum gas (LPG) was used at the canteen. However, no flammable gas detector was installed in the canteen. (工厂食堂使用液化石油气, 但是没有安装可燃气体报警器。)	1.9 The Site should install the flammable gas detector in the canteen. (工厂应该在食堂安装可燃气体报警器。)	N/A
2.38	Medical 医疗	Red 红旗	2.38 Based on the industrial hygiene monitoring report in 2023 and onsite observation, the occupational health hazards mainly are dust from injection molding process and noise from the crushing machines. No pre-job, on-the-job or post-job occupational health checkup was provided for the workers exposed to the occupational hazards in the past year. No comprehensive occupational health surveillance mechanism was established. (根据 2023 年工业卫生检测报告和现场走访, 工厂的职业危害因素包括注塑工序产生的粉尘和碎料机产生的噪音。工厂过去一年没有对于暴露在职业危害的员	2.38 The Site should establish a comprehensive occupational health surveillance mechanism and provide pre-job on-the-job and post-job occupational health examinations for employees exposed to the occupational health hazards. (工厂应该建立职业健康监护机制, 为接触职业病危害因素岗位的员工提供岗前、岗中和离岗的职业健康检查。)	N/A

No. 编号	Finding Category 问题点类别	Flag Type 红黄旗	Audit Findings 问题点	Recommendations 整改建议	Photos 照片
			工提供岗前、岗中和离岗的职业健康检查，也没有建立职业健康监护机制。)		

No. 编号	Finding Category 问题点类别	Flag Type 红黄旗	Audit Findings 问题点	Recommendations 整改建议	Photos 照片
1.2	Environmental Permits 环境许可文件	Yellow 黄旗	<p>1.2 The Site provided one Environment Impact Assessment (EIA) statement form for annual producing 18 million plastic goods technology improvement project and corresponding approval in July 2018. The self Environment Protection Check and Acceptance (EPCA) was conducted and one self EPCA report in August 2018 was provided. However, the Site could not provide the registration record on the national platform.</p> <p>(工厂提供了一份 2018 年关于年产 1800 万个塑料件技术改造项目的环境影响评价报告表以及批复。该项目进行了自主环境保护验收，并提供了一份 2018 年 8 月份的自主环境保护验收报告。但是工厂无法提供该自主验收在国家企业自主验收公示平台上的备案记录。)</p>	<p>1.2 The Site should publicize the self EPCA report on the national platform and keep the registration record.</p> <p>(工厂应该在国家企业自主验收公示平台进行公示，并取得备案记录。)</p>	N/A
1.3	Health & Safety Permits 健康和安全许可文件	Yellow 黄旗	<p>1.3 Based on the industrial hygiene monitoring report in 2023 and onsite observation, the occupational health hazards mainly are dust from injection molding process and noise from the crushing machines. However, the Site had not registered its occupational health hazards or obtained corresponding receipt yet.</p> <p>(根据 2023 年工业卫生检测报告和现场走访，工厂的职业危害因素包括注塑工序产生的粉尘和碎料机产生的噪音。然而，工厂尚未登记其职业病危害因素并取得回执。)</p>	<p>1.3 The Site should consult the local Health Bureau to register the correct occupational health hazards on the website (www.zybwhsb.com) and exposure information, and obtain the return receipt.</p> <p>(工厂应咨询当地卫生部门，在网站 (www.zybwhsb.com) 上准确申报存在的职业病危害因素及接触人数，并取得回执。)</p>	N/A

No. 编号	Finding Category 问题点类别	Flag Type 红黄旗	Audit Findings 问题点	Recommendations 整改建议	Photos 照片
1.7	Health & Safety 健康和安全	Yellow 黄旗	<p>1.7 Based on the EIA approval and self-EPCA report in 2018, the boundary noise at the daytime and at night should meet Class III of <i>Emission Standard for Industrial Enterprise Noise at Boundary (GB12348-2008)</i>. One environment monitoring report in 2023 was provided. However, only the boundary noise at the daytime was monitored. The Site did not monitor the boundary noise at night after completing the self-EPCA.</p> <p>（根据 2018 年的环境影响评价批复和自主环境保护竣工验收报告，工厂昼夜的厂界噪音需要达到《工业企业厂界环境噪音排放标准》三类标准。工厂提供了一份 2023 年的环境检测报告，但是其中只检测了昼间的厂界噪音。工厂在自主验收之后没有对于夜间的厂界噪音进行过检测。）</p>	<p>1.7 The Site should contact a qualified institute to conduct the boundary noise monitoring at night. If the monitoring results were not in compliance with pertinent standards, proper measures should be taken to control the boundary noise level.</p> <p>（工厂应该联系有资质的机构对于夜间的厂界噪音进行检测，如果结果超过相关标准，需要采取有效措施降低厂界噪音。）</p>	N/A
4.2a	Wages 工资	Yellow 黄旗	<p>4.2a There were 83 employees at the Site, including 8 retired employees. According to the social insurance receipts of July 2023, the Site provided 5 types of social insurances (work-related, retirement, medical, maternity and unemployment insurance) for 54 employees. No social insurances were provided for the rest 21 employees. The Site management stated that part of the rest workers did not want to pay for their parts of the social insurance. This finding was confirmed through the worker interview.</p> <p>（此次审核，工厂共有 83 名员工，包括 8 名退休员工。根据 2023 年 7 月的社保缴费收据，工厂为 54 名员工缴纳了工伤、失业、养老、医疗和生育保险。但是工厂没有为余下的 21 名员工。工厂管理表示部分剩余员工不愿缴纳员工部分的社保费用。该问题通过员工面谈核实。）</p>	<p>4.2a The Site should provide five types of social insurances to all workers.</p> <p>（工厂应为所有员工提供五种社会保险。）</p>	N/A

Notes

1. **Black Flag** - if there is a finding of possible child or prison labor, factory will be disqualified for use if confirmed.
黑旗 – 如果工厂有疑似童工或者狱工的问题点，确认后，工厂将被取消使用资格。
2. **Red Flag** - all red flags findings must be closed or downgraded within 90 days of the audit. (If you are unable to meet the closure timeline please contact Michael Hu / AECOM <Michael.hu@aecom.com> and Karen Tionson / NBCUniversal <Karen.Tionson@nbcuni.com>)
红旗 – 所有的红旗问题点都必须在审核后的 90 天内关闭或者降级（如果在规定的时间节点内无法完成整改，请联系 Michael Hu / AECOM <Michael.hu@aecom.com> 和 Karen Tionson / NBCUniversal <Karen.Tionson@nbcuni.com>）。
3. **Yellow Flag** - all yellow flag findings must be closed before scheduled re-audit.
黄旗 – 所有的黄旗问题点都必须在预定的复审时间之前关闭。

Photo Summary:

	
Entrance view from the Site	Photo of Factory Sign (if available)
	N/A
Exterior Photos	Exterior Photos
	
Front of Factory Compound	Back of Factory Compound



Injection Molding Workshop



Mold Making Workshop



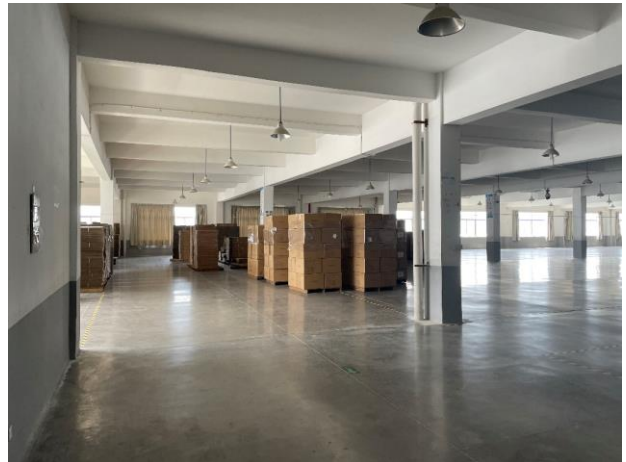
Heat Transfer Printing Machine



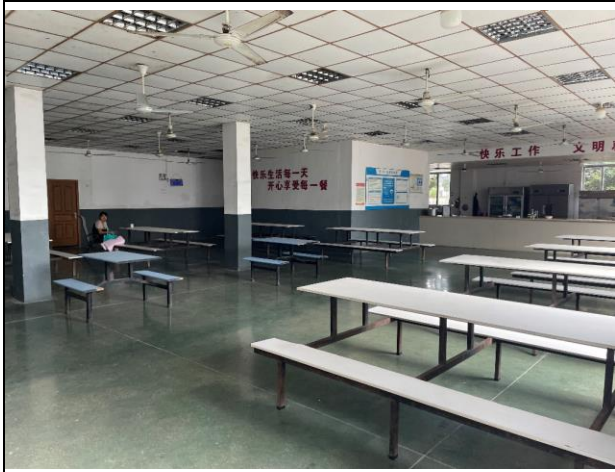
Assembly Workshop



Packing Workshop



Finished-good Warehouse



Canteen



Dormitory