
Auditee :	Suzhou Radiant Lighting Technology Co., LTD.
Audit Date From :	19/05/2016
Audit Date To :	20/05/2016
Expiry Date of the Audit :	
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Michael Sun(Lead)
Auditing Branch (if applicable) :	TUV Rheinland China



This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.
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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>
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<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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<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>C</td><td>C</td><td>C</td><td>C</td><td></td><td></td></tr> <tr><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><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>D</td><td>D</td><td></td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C			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	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>
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<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>D</td><td>D</td><td>D</td><td></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></td></tr> </table>	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		<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>
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<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></td><td></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></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></td></tr> </table>	A	A	A	A	A	A	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		<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
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<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 :	Suzhou Radiant Lighting Technology Co., LTD.		
DBID number :	348945		
Audit ID :	49386		
Address :	Jiatai Rd, Shuanglong Industrial Park, Fenghuang Town, Zhangjiagang		
Province :	Jiangsu	Country :	China
Management Representative :	Mr. Wu Xinfu/Vice GM		
Contact person:	Fangyi Yuan	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Electrical supplies
Product Type :	LED bulb		

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 : 20/05/2017

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
C	B	A	A	B	D	A	A	A	A	A	C	A

Executive summary of audit report

The factory was specialized in LED bulb manufacturing and the main production process including: SMT, plug-in, silk-screen printing and assembly. All 2 buildings were rented from Fenghuang Town Shuanglong Village Economic Cooperatives. One 2-storey building (partial was 3-storey) was used as production and warehouse. One single storey building was used as canteen and kitchen.

Ratings Summary



Auditee's background information			
Auditee's name :	Suzhou Radiant Lighting Technology Co., LTD.	Legal status :	Ltd Company
Local Name :	苏州瑞腾照明科技股份有限公司 (913205007746810495)	Year in which the auditee was founded :	2005
Address :	Jiatai Rd, Shuanglong Industrial Park, Fenghuang Town,	Contact person (please select) :	Fangyi Yuan
Province :	Jiangsu	Contact's Email :	2850967157@qq.com
City :	Zhangjiagang	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	N/A
Country :	China	Website of auditee (if applicable) :	www.cnledas.com
GPS coordinates :	N 31°46'52" E 120°36'32"	Total turnover (in Euros) :	7000000.00
Sector :	Non-Food	Of which exports % :	85.00
Industry :	Mechanical and electrical engineering	Of which domestic market % :	15.00
If other, please specify :		Production volume :	45000 pieces per month
Product Group :	Electrical supplies	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	LED bulb		

Auditee's employment structure at the time of the audit			
Total number of workers :	83	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	27	56	
Temporary workers	0	0	
In management positions	4	3	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	4	16	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	27	56	
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 - 49386] Audit Date: 19/05/2016 PA Score: C

Deadline date:30/09/2016

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The factory had established written procedure regarding BSCI Implementation and Mr. Wu Xinfu /Vice GM was appointed as BSCI management representative. Internal audit and management review had been conducted in Mar. 2016. The factory had monitored the social compliance performance of business partners and related records were provided for review. As claimed by factory management that no subcontractor was used in the factory.

工厂已经建立了关于BSCI执行的书面程序, 任命吴新法/副总作为BSCI管理者代表, 在2016年3月份进行了内审和管理评审, 工厂对合作伙伴社会责任表现进行了监督并提供了相关记录。管理层表示没有使用分包商。

- 1.3 - It was noted that the factory had established written procedure regarding business partner management and conducted social audit for important partners, but did not require them to sign BSCI COC and TOI.
评估中发现工厂已经建立了书面的程序关于合作伙伴管理, 已经对重要合作伙伴进行社会责任评审, 但没有要求他们签署BSCI的行为守则和生产商实施条款。
- 1.4 - It was noted that the factory had established written procedure regarding capacity planning and the cost calculation of manpower and production, the related records were provided for review. But it was not sufficient such as worker's overtime was not in control as law requirement.
评估中发现工厂已经建立产能规划和劳动力与生产成本核算书面程序并提供了相关记录, 但不充分比如没有对工人的加班时间进行控制。

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 49386] Audit Date: 19/05/2016 PA Score: B

Deadline date:30/09/2016

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Two worker representatives were elected on Mar. 9, 2015 and the interviewed workers knew who worker representatives were. Two way communication between management and worker representatives were conducted twice per year. The workers could arise complaint through suggestion box or supervisor and Ms. Huang Lihua was responsible for administering the mechanism.

2015年3月9日选举了2名员工代表, 被访谈员工知道谁是员工代表。管理层与员工代表之间的双向沟通一年举行两次。工人可以通过意见箱或者主管申诉, 黄丽花负责管理投诉机制。

- 2.2 - It was noted that the auditee did not define long term goals to protect workers according to the BSCI Code of Conduct.
评估中发现工厂方没有根据BSCI行为守则要求定义长期的目标去保护员工。

Remarks from Auditee:

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

Full Audit [Audit Id - 49386] Audit Date: 19/05/2016 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The right of association or collective bargaining was not restricted. The worker representatives could access to or interacting with workers freely in the workplace.

工厂没有限制自由结社和集体谈判, 在工作场所工人代表可以自由接近员工或者与员工交流。

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 49386] Audit Date: 19/05/2016 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

No discrimination regarding religion, origin, political affiliation or age, gender or social background was detected. The workers from different provinces could get the same job and the salary. Disciplinary measures were all reasonable and legal: verbal warning, warning letter and termination.

工厂没有因下列因素而进行歧视: 宗教, 出身, 政治立场, 年龄, 性别和社会背景。工厂来自不同的省份可以获得相同的工作和薪水。惩戒措施都是合理和合法的, 如: 口头警告、警告信和终止劳动合同。

Remarks from Auditee:

Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 49386] Audit Date: 19/05/2016 PA Score: B	Deadline date:30/09/2016
GOOD PRACTICES: The mail auditee exceeds expectations with respect to this principle because fair remuneration quick scan was provided prior to the audit and the factory knew the living wage in the local region. 被审核方超出预期的尊重本原则因为:工厂在审核之前提供了公平报酬快速浏览数据并且知道当地的最低生活工资。	
AREAS OF IMPROVEMENT: Legal minimum wage was RMB1770/month since Jan. 1, 2016 and RMB1630/ month before Jan. 2016. The minimum wage of employees in the factory was RMB11.49/hour which higher than local legal minimum wage RMB10.18/hour=1770/21.75/8 . 10 workers' payrolls from Apr. 2015 to Mar. 2016 were selected for review. Wage was calculated at hourly rate and paid by cash on the 30th of every month with pay slip. Paid holiday, sick leave and marriage Leave etc. was stipulated in employee manual. 2016年1月1日开始最低工资标准为1770元/月,之前的为1630元/月。最低的工人的工资为11.49元/小时高于当地最低工资标准10.18元/小时=1770/21.75/8。10名员工从2015年4月至2016年3月的工资进行了查看,工资以小时工资计算,并于每月的30日以现金形式发放,工资条随同工资一起发给员工。带薪休假、病假和婚假等已经规定在员工手册里。 5.5 - It was noted that the factory only provided 5-type social insurance for 67 out of 83 employees. Work-related injury insurance including commercial insurance was provided for all employees. (Laws and Regulations: China Labor Law, Article 72). 评估中发现工厂仅给83名员工中的67名员工购买了5项社会保险,工伤保险含商业保险涵盖了所有员工。(参考法律法规:《中华人民共和国劳动法》第72条)。	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 49386] Audit Date: 19/05/2016 PA Score: D	Deadline date:30/09/2016
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: One shift was arranged for workers: 8:00-11:00, 12:00-17:00, if needed, overtime work was arranged: 18:00-20:00, the normal working hours were 8 per day and 5 days per week. IC card was used to record the In/Out time. 10 workers' time records from Apr. 2015 to audit date was reviewed randomly. Maximum 12 hours overtime per week and 56 hours overtime per month and 1 day off after 6 days consecutive working days was guaranteed. Overtime was voluntary. 工人上班班次为:08:00-11:00, 12:00-17:00。如果需要加班安排在:18:00-20:00。正常工作时间每周五天每天八个小时。IC卡用来记录上下班时间。10名员工从2015年4月开始到审核当天的考勤进行了抽查。最多的周加班时间为12小时,最多的月加班时间为56个小时,每连续工作6天后有1一天的休息,加班都是自愿的。 6.2 - It was noted that all 10 sampled workers' monthly OT hours had exceeded 36 hours from Apr. 2015 to audit date except in April 2015 and Feb. 2016. Maximum monthly overtime was 56 hours in Aug. 2015. (Laws and Regulations: China Labor Law, Article 41) 评估中发现工厂所有10名抽样员工从2015年4月至审核日除了2015年4月和2016年2月加班时间都超过了36个小时,其中月加班最多在2015年8月份到了56个小时。(参考法律法规:《中华人民共和国劳动法》第41条)	
Remarks from Auditee:	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 49386] Audit Date: 19/05/2016 PA Score: A	Deadline date:30/09/2016
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: The risk assessment regarding health and safety had been conducted. EHS committee was set up and regular meeting was held. Sufficient fire fighting equipment were installed properly and inspected monthly. Emergency light and exit sign was installed and marked clearly. Evacuation plan was posted in each workshop. First aid kit with sufficient materials was available for workers. Drinking water with valid testing report was provided. Remark: Neither dormitory nor transportation was provided for workers. 工厂进行了健康和安全的风险评估,建立了环境健康安全委员会并定期举行会议。配备了充足的消防设施并按月检查,安装了应急照明灯和清晰的安全出口标识,每个车间张贴了逃生平面图。配备了充足的药品的急救药箱提供给了工人,有合格检测报告的饮用水提供给了工人。备注:没有为员工提供宿舍或者交通。 7.4 - It was noted that the worker representatives and workers did not participate in risk assessment of health and safety. 评估中发现员工代表和员工没有参与健康和安全的风险评估。 7.11 - (1)It was noted that the factory didn't provide the Fire Safety Inspection Certificate of one single storey building used as canteen for review. (Laws and Regulations: Fire Prevention Law of the P.R.C, Article 13) (2)It was noted that the factory didn't provide the Building Construction Inspection Certificate of one single storey building used as canteen for review. (Laws and Regulations: Construction Law of the P.R.C, Article 61) (1)评估中发现企业未提供一栋一层用着食堂的建筑的消防验收报告。(参考法律法规:《中华人民共和国消防法》第13条)(2)评估中发现企业未提供一栋一层用着食堂的建筑的竣工验收报告。(参考法律法规:《中华人民共和国建筑法》第61条) 7.17 - It was noted that one gasholder hadn't gone through the regular inspection. Remark: The factory had applied for inspection in Apr. 2016 but not conducted yet.(Laws and Regulations: Regulations on safety inspections of special equipments Article 28) 评估中发现一台储气罐没有定期检验。备注:工厂已经于2016年4月份申请了检验但还没有完成。(参考法律法规:《特种设备安全监察条例》第二十八条)	
Remarks from Auditee:	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 49386] Audit Date: 19/05/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory had never employed any child labor under the age of 16 years old, and the factory would verify all employees' original ID cards at the time of recruitment and kept the photocopies of employees' ID cards in the personnel files. The factory had established written procedure regarding child labor remediation.</p> <p>工厂不会雇佣低于16周岁的工人, 工厂招聘时会验证身份证原件并在人事档案中保留其复印件。工厂已经建立了书面的童工救济程序。</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 49386] Audit Date: 19/05/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>No young worker was identified based on document review, plant tour and worker interviews. The risk assessment for young worker was conducted while the factory did not engage any young worker.</p> <p>基于文件审阅, 现场走访和员工访谈, 没有发现未成年工。工厂没有聘用未成年工, 但工厂进行了有关未成年工的危险评估。</p>	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 49386] Audit Date: 19/05/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>No temporary workers or agency workers were used by factory. Factory signed labor contract with all employees as legal requirements.</p> <p>工厂没有使用临时工或劳务派遣工。工厂按法规要求和所有员工签订劳动合同。</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 49386] Audit Date: 19/05/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Based on site tour and interview, there was no prison labor or forced labor. No ID card or wage was withheld by factory. No migrant (foreign citizens) was found. No corporal punishment, threats and intimidation occurred. It was observed that workers were working without pressure.</p> <p>通过现场走访和访谈, 工厂里没有监狱劳力或强迫劳动。身份证和工资没有被工厂扣留。没有发现外国劳工。没有体罚、威胁和恐吓等行为发生。员工在舒适的环境下工作。</p>	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 49386] Audit Date: 19/05/2016 PA Score: C	Deadline date:30/09/2016
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory had established written procedure regarding environment protection. The EIA and approval of EIA was provided for review. Based on site observation, no serious pollution was found.</p> <p>工厂已经建立了书面的环境保护程序, 环评和环评批复已经提供查阅。通过现场观察, 没有发现严重的污染现象。</p>	
<p>12.1 - It was noted that the factory had not obtained the environmental protection Acceptance check report for their completed construction project. (Laws and Regulations: the Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17)</p> <p>评估中发现工厂没有提供其建设项目竣工环境保护验收报告。(参考法律法规:《建设项目竣工环境保护验收管理办法》第十七条)</p>	
<p>12.4 - It was noted that the factory did not provide transfer manifest of hazardous waste such as chemical empty container for review. (Laws and Regulations: Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes, article 59)</p> <p>评估中发现工厂未提供危险废物(化学品空桶)的转移联单。(参考法律法规:《中华人民共和国固体废物污染环境防治法》第五十九条)</p>	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 49386] Audit Date: 19/05/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: The factory had established anti-bribery policy and procedure. The procedure included handling any act of corruption and identified where the major risks of corruption could occur. Training record of anti-bribery procedure for workers and management were provided for review. Based on site tour, interview and document review, no any corruption behavior was found. A written procedure to protect confidentiality of personal private information was established. 工厂已建立了反贿赂政策和程序。程序包括处理腐败行为和主要风险发生点。员工和管理层的反贿赂培训提供审阅。基于现场走访、访谈和文件审核，没有发现腐败行为。已建立了保护个人隐私信息的程序。	
Remarks from Auditee:	

Summary 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	19/05/2016	49386	C	B	A	A	B	D	A	A	A	A	A	C	A	C

Producer Photos



No Photos Available