

MONITORING ID: 23-0186123-1

Monitored Party Hunan Gaofeng Ceramic Manufacturing Co., Ltd.	amfori ID 156-008813-000	Address Yucha Village, Jiashu Town, 412215 Liling, Hunan Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 22/04/2024	Closing Meeting Finished Date 23/04/2024	Submission Date 30/04/2024
Expiration Date 18/05/2025	Announcement Type Semi Announced	
Site Hunan Gaofeng Ceramic Manufacturing Co., Ltd.	Site amfori ID 156-008813-002	

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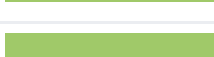


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OVERALL RATING



SECTION RATING

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

PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Winking Guo; APSCA membership number: CSCA 21701131

Name of team auditor: N/A

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

Monitoring partner name: Bureau Veritas Consumer Products Service; Audit Company APSCA Number: 11600002

Audit schedule details: The audit was planned for one auditor x 1.5 days.

Monitoring date: April 22-23, 2024

Announcement Type: Semi-announced follow-up audit

Business partner information: The audited facility was established on May 24, 2004 with its business license number of 91430200758042204M. The factory name in Chinese on Business License is 湖南高峰陶瓷制造有限公司, the factory address in Chinese on Business License is 湖南省醴陵市嘉树乡玉茶村.

The factory specializes in the production of ceramic products. Production processes includes mud making, glaze making, infusing, forming, glazing, pasting, kilning, inspection and packing. There is no obvious peak season in the facility.

Audited location information: The facility consists of one 3-storey office building, three 1-storey, two 2-storey and one 3-storey warehouse buildings, eight 1-storey and one 2-storey production buildings, one 1-storey and one 2-storey canteen buildings with total construction area of about 32,000 square meters. The buildings are owned by the factory. No other factory or company sharing the building with the auditee. No dormitory is provided to employees.

The Building 1# (3-storey): the 1st to 3rd floor were used as offices;

The Building 2# (1-storey) was used as warehouse;

The Building 3# (2-storey): the 1st and 2nd floor were used as warehouse;

The Building 4# (1-storey) was used as warehouse and packing section;

The Building 5# (1-storey) was used as warehouse;

The Building 6# (1-storey) was used as pasting and kilning sections;

The Building 7# (2-storey): the 1st floor was used as mud making and glaze making sections, the 2nd floor was used as warehouse;

The Building 8# (2-storey): the 1st floor was is used as warehouse, the 2nd floor was used as inspection section;

The Building 9# (1-storey) was used as kilning section;

The Building 10# (1-storey) was used as forming section;

The Building 11# (1-storey) was used as glazing section;

The Building 12# (1-storey) was used as kilning and inspection section;

The Building 13# (1-storey) was is used as glazing section;

The Building 14# (1-storey) was is used as forming section;

The Building 15# (1-storey) was is used as infusing section;

The Building 16# (2-storey): the 1st floor was used as canteen, the 2nd floor was empty;

The Building 17# (1-storey) was used as canteen;

The Building 18# (3-storey): the 1st to 3rd floor were used as warehouse.

Operating shifts and hours: The regular working hours were 8 hours per day and 40 hours per week, the regular rest days were Saturday and Sunday. The regular shift for production employees is from 08:00 to 17:00 with lunch break from 12:00 to 13:00. There were three shifts for the firing section, which were 08:00 to 16:00, 16:00 to 24:00 and 00:00 to 08:00.

Time recording system: Face scanning system

Salary payment details: Wages of employees are paid at around 30th of the next month by bank-transfer with wage stubs issued to employees. Per payroll review and interview with management and employees, all production employees are paid by hourly rate.

Worker number information: There are total 688 employees in the factory currently, including 570 production employees (192 employees are male and 378 employees are female) and 118 non-production employees. There are 11 male domestic migrant workers and 12 female domestic migrant workers in the facility. The youngest employee in the factory is 18 years old. There was no vulnerable workers (i.e. pregnant, young, disabled, foreign migrant, etc.) in the factory. And there were no any other special group workers (interns, apprentices, contractor workers etc.), either.

Good practices: Nothing to report

Worker organization details: A worker committee was established in the factory with worker representatives were selected by workers.

Circumstances: There was no special circumstance in the factory.

Summary of findings: The findings were raised under PA1, PA2, PA5, PA6, PA7 and PA13.

PA1: 1. Management system was established but not implement it effectively. 2. The factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery order and/or contracts.

PA2: Some interviewed was not aware of the BSCI Code.

PA5: The factory's coverage of social insurance was insufficient.

PA6: Sampled employees worked in excess of the statutory overtime hour limits.

PA7: 1. H&S issues were identified due to management negligence. 2. Some workers did not wear the ear-plugs. 3. Canteen staffs did not wear clean work cloth or headwear.

PA13: Some interviewed employees did not clearly know about the ethic and integrity policy.

Living wage calculation: BV has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is no data in GLWC for area where the factory is located. The data source: onsite audit information collection (BV BNW).

Remark: 1. There are no contractor/ agencies/ government waivers/ collective bargaining used or available by the auditee, which makes the contractor license/ agency labor contract/ government waiver/ collective bargaining agreements not applicable.

2. This audit was a partial scope follow up audit where another audit body had carried out the initial audit. Bureau Veritas does not accept any liability for any issues missed in the initial audit. This audit is focusing on issues that audit had raised. The PA3, 4, 8, 9, 10, 11 and 12 were not included in this audit scope since no finding was observed in these PAs during previous audit.

SITE DETAILS

Site
**Hunan Gaofeng Ceramic
Manufacturing Co., Ltd.**

Site amfori ID
156-008813-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables

Sub Industry
Housewares & Specialties

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

Manufacture of other porcelain and ceramic products

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	688	Workers
Legal minimum wage in local currency	1,740	Monthly
Lowest wage paid for regular work at the site	1,800	Monthly
Calculated living wage in local currency	2,065.51	Monthly
Total sample	10	Workers

Other Metrics

Male workers	250	Workers
Female workers	438	Workers
Permanent workers - Male	250	Workers
Permanent workers - Female	438	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	19	Workers
Management - Female	22	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	73	Workers
Workers with night shift - Female	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Domestic migrant workers - Male	11	Workers
Domestic migrant workers - Female	12	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	250	Workers
Workers hired directly - Female	438	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	5	Workers
Sample - Female	5	Workers

FINDINGS



PA1: Social Management System

Site: Hunan Gaofeng Ceramic Manufacturing Co., Ltd. | Site amfori ID: 156-008813-002

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previous audit on May 9-12, 2023 The social management system was not implemented effectively, and some non-compliance findings were detected in Performance Areas of Social Management System and Cascade Effect, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety, Ethical Business Behaviour. For details, please refer to Performance Area 1, 2, 5, 6, 7, 13 respectively. So this question was scored as partial.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.</p> <p>Follow up audit on April 22-23, 2024 Not Corrected: Per document review, management representation and employee interview, the factory had established management system according to amfori BSCI requirement, and the management knew basic requirement of amfori BSCI. However, the factory didn't effectively implement it, which lead to some issues appeared in Social Management System, Wage & benefits, Working hours, Health & Safety, Ethical Business Behavior, etc.</p> <p>This question is rated as Partially because the management system was established but not implement it effectively.</p> <p>In accordance with Performance Area 1: Social Management System and Cascade Effect 1.1.</p>	<p>Previous audit on May 9-12, 2023 审核员发现企业社会管理体系和级联效应，工人参与和保护，公平报酬、体面工作时间、职业健康安全、道德商业行为绩效领域缺少有效的管理。详细分别见绩效领域第1、2、5、6、7、13部分。所以该问题点判断为部分不符合。</p> <p>这个问题违反了BSCI社会管理体系和级联效应行为准则。</p> <p>Follow up audit on April 22-23, 2024 未改善： 根据文件查阅，管理层表述和员工访谈，工厂有按照amfori BSCI要求建立相关体系，且管理者代表了解amfori BSCI基本要求，但由于未有效执行，导致在管理体系，工资福利，工作时间，健康安全，商业道德等方面出现问题。</p> <p>由于工厂有建立管理体系，未有效实施，此问题判定为部分不符合。</p> <p>根据执行领域1：社会管理体系和级联效应1.1。</p>

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
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Finding	
<p>Previous audit on May 9-12, 2023</p> <p>The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.</p> <p>Follow up audit on April 22-23, 2024</p> <p>Not Corrected:</p> <p>Per document review and management interview, the factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery order and/or contracts, so that employees' overtime hours exceeded legal limit.</p> <p>This question is rated as Partially because the facility established capacity planning procedure, but it not implemented effectively.</p> <p>BSCI Code of Conduct PA1.4: The auditee should organize its workforce capacity to meet the expectations of the delivery order and/or contracts.</p>	<p>Previous audit on May 9-12, 2023</p> <p>受审核方的劳动力没有被正确安排以满足客人订单的期望，因为月加班时间超出了法律的规定，具体参考检查点6.2。</p> <p>这个问题违反了BSCI社会管理体系和级联效应行为准则。</p> <p>Follow up audit on April 22-23, 2024</p> <p>未改善：</p> <p>根据文件查阅及管理层访谈，审核发现工厂没有足够的员工或者进行良好的生产组织来达成交付订单和/或合同预期，以至于员工加班超出法律规定。</p> <p>由于工厂制定了产能规划程序，但未有效实施，此问题判定为部分不符合。</p> <p>BSCI行为守则PA1.4：被审核方应（生产商）组织其劳工来达成交付订单和/或合同预期和要求。</p>

PA 2: Workers Involvement and Protection

Site: Hunan Gaofeng Ceramic Manufacturing Co., Ltd. | Site amfori ID: 156-008813-002

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previous audit on May 9-12, 2023</p> <p>The factory provided the BSCI training to workers. But confirmed with 25 sampled workers, 13 of them did not clear about the BSCI management system information. So this question was scored as partial. This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.</p> <p>Follow up audit on April 22-23, 2024</p> <p>Not Corrected:</p> <p>Per factory tour and employee interview, BSCI COC was posted onsite for employees' reference,</p>	<p>Previous audit on May 9-12, 2023</p> <p>工厂给员工特定的BSCI培训，但抽样25名员工访谈，其中13个抽样员工对BSCI管理体系运作状况等不太清楚。所以该问题点判断为部分不符合。这个问题违反了BSCI工人参与和保护行为准则。</p> <p>Follow up audit on April 22-23, 2024</p> <p>未改善：</p> <p>根据现场走访及员工访谈，工厂现场张贴了BSCI行为守则供员工阅读，但是部分访谈的员工不知晓BSCI行为守则内容。</p> <p>工厂提供了BSCI行为守则培训给员工，仅部分员工不了解，此问题判定为部分不符合。</p>

Finding	
<p>but some interviewed employees were not aware of the BSCI COC content.</p> <p>This question is rated as Partially because the factory had not provided BSCI training to employees, and only part of the employees did not know the COC code.</p> <p>BSCI Code of Conduct PA2.4: The auditee builds sufficient competence to successfully embed responsible practices in the business operation. This refers to managers, workers and workers representatives.</p>	<p>BSCI行为守则PA2.4：被审核方（生产商）充分培养下列人士的能力，以便在业务经营中成功结合责任规范，包括经理、工人和工人代表。</p>

PA 5: Fair Remuneration

Site: Hunan Gaofeng Ceramic Manufacturing Co., Ltd. | Site amfori ID: 156-008813-002

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previous audit on May 9-12, 2023</p> <p>During document review, auditor found that 232 out of 646 employees (34%) had participated in basic endowment insurance; all employees (100%) had participated in basic injury insurance; no employees participated in basic unemployment insurance, medical insurance and maternity insurance in March 2023. Remark: 1) The facility had not bought commercial injury insurance for employees. 2) Interviewed workers who had not participated in social insurance scheme stated that they did not want to participate in social insurance; 3) No temporary and dispatch workers were used. There were 20 newly jointed workers, and 275 retirees were working in the facility. So this question was scored as partial.</p> <p>Law/COC: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees.</p> <p>Follow up audit on April 22-23, 2024</p> <p>Not Corrected:</p> <p>Per document review and management interview, the factory's coverage of social insurance was</p>	<p>Previous audit on May 9-12, 2023</p> <p>在文件审阅时，审核员发现2023年3月企业有为646个员工中的232人（34%）购买养老保险；所有员工购买工伤保险；没有员工购买失业保险，生育保险，医疗保险。</p> <p>备注：1)企业没有为员工购买商业意外险；2)面谈员工中没有参加社保的人员表示她/他们不愿意参加社保；3)企业没有雇用临时工和劳务派遣工，有20个新进员工，有275个退休返聘员工。所以该问题点判断为部分不符合。</p> <p>法规/行为准则：依据《中华人民共和国社会保险法》第十条，职工应当参加基本养老保险，由用人单位和职工共同缴纳基本养老保险费。第二十三条职工应当参加职工基本医疗保险，由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。第四十四条职工应当参加失业保险，由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条职工应当参加生育保险，由用人单位按照国家规定缴纳生育保险费，职工不缴纳生育保险费。</p> <p>Follow up audit on April 22-23, 2024</p> <p>未改善：</p> <p>根据文件查阅及管理层访谈，审核发现工厂的社会保险覆盖不足。根据厂方提供的2024年3月社会保险缴费收据显示工厂为473/688名（68.8%）员工提供</p>

Finding

insufficient. According to the social insurance payment receipt of March 2024 provided by factory management, it was noted that 473 out of 688 employees (68.8%) were provided with accident insurance, 222 out of 688 employees (32.3%) were provided with pension insurance, 52 out of 688 employees (7.6%) were provided with medical insurance, 41 out of 688 employees (6.0%) were provided with unemployment insurance, no employee was provided with maternity insurance. The factory provided a commercial accident insurance with valid period from April 22, 2024 to April 21, 2025 to 220 employees. This question is rated as No because the factory had no plan to provide social insurance to all employees currently. In accordance with Article 73 of the Labor Law of the People's Republic of China.

了工伤保险，为222/688名（32.3%）员工提供了养老保险，为52/688名（7.6%）员工提供了医疗保险，为41/688名（6.0%）员工提供了失业保险，无人提供了生育保险。工厂为220名员工提供了一份有效期为2024年4月22日至2025年4月21日的商业意外保险。工厂暂时没有计划给所有员工提供社保，此问题判定为不符合。根据《中华人民共和国劳动法》第73条。

PA 6: Decent Working Hours

Site: Hunan Gaofeng Ceramic Manufacturing Co., Ltd. | Site amfori ID: 156-008813-002

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Previous audit on May 9-12, 2023
The monthly overtime hours of 23 out of 25 randomly selected employees were 52 to 56 hours in March 2023 (current month), the monthly overtime hours of 25 out of 25 randomly selected employees were 64 to 106 hours in October 2022 (random month), the monthly overtime hours of 25 out of 25 randomly selected employees were 40 to 82 hours in July 2022 (random month). Law/COC: In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

Previous audit on May 9-12, 2023
在2023年3月份（当前月），25名抽样员工中的23名员工的月加班时间为52到56小时，在2022年10月份（随机月），25名抽样员工中的25名员工的月加班时间为64到106小时，在2022年7月份（随机月），25名抽样员工中的25名员工的月加班时间为40到82小时。法规/行为准则：依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

Follow up audit on April 22-23, 2024
未改善：
根据厂方提供的工时记录，审核发现20/30名抽样员工（2024年2月10名，2023年12月10名，2023年10月10名）加班时间超出了法定标准，具体为：
1）2023年10月，10/10名员工的月加班时间为40到

Finding

Follow up audit on April 22-23, 2024

Not Corrected:

According to time records review, it was noted that 20 out of 30 sample population employees worked in excess of the statutory overtime hour limits. A review of the sample population employees' time records (10 samples from current paid month of February 2024, 10 samples from December 2023 and 10 samples from October 2023) yielded the following:

- 1) In October 2023, 10 out of 10 sample population employees worked 40 to 70 overtime hours per month;
- 2) In December 2023, 10 out of 10 sample population employees worked 40 to 56 overtime hours per month.

This question is rated as No because the factory did not take action to control the overtime hours of employees.

In accordance with Article 41 of the Labor Law of the PRC.

70小时；

2) 2023年12月，10/10名员工的月加班时间为40到56小时。

工厂没有采取措施控制员工的加班时间，此问题判定为不符合。

根据《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

Site: Hunan Gaofeng Ceramic Manufacturing Co., Ltd. | Site amfori ID: 156-008813-002

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

ENGLISH

LOCAL LANGUAGE

Finding

Previous audit on May 9-12, 2023

During this audit, the facility did not fully comply with the health and safety legal requirement.

Please refer to relevant checkpoints for details.

This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.

Follow up audit on April 22-23, 2024

Not Corrected:

Per factory tour, document review and management interview, the main auditee partially respects this principle because the factory had established management system on health and safety, included the identify and awareness of related legal regulation, health and safety check,

Previous audit on May 9-12, 2023

本次审核，审核员发现企业没有完全符合安全健康的法规要求。详情请参考相关检查点。这个问题违反了BSCI职业健康和安全行为准则。

Follow up audit on April 22-23, 2024

未改善：

根据现场走访，文件查阅及管理层访谈，被审核方（生产商）部分遵守该准则，原因是工厂已建立健康安全管理体系，包括相关法规的识别与了解，健康安全检查和培训等，但是由于管理疏忽，导致仍然有健康安全问题存在。

根据执行领域7：职业健康和安全 7.1

Finding	
training and etc. But H&S issues were identified due to management negligence. This violated Performance Area 7: Occupational Health and Safety 7.1	

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>New finding: Per factory tour, it was noted that 2 out of 10 workers in the forming section (contact with noise) did not wear the ear-plugs. This question is rated as Partially because all other workers were wearing proper PPEs. In accordance with Article 42 of Law of the People's Republic of China on Production Safety.</p>	<p>新问题： 根据现场走访，审核发现工厂成型部门2/10名接触噪音的员工没有佩戴耳塞。 其他员工均佩戴了合适的劳保用品，此问题判定为部分不符合。 根据《中华人民共和国安全生产法》第42条。</p>

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>New finding: Per factory tour, it was noted that two canteen staffs did not wear clean work cloth or headwear when producing food. This question is rated as no because the factory did not know the legal requirement. In accordance with Article 33 of the Law of the PRC on the Food Safety.</p>	<p>新问题： 根据现场走访，审核发现工厂2名厨师在制造食物过程中没有穿戴清洁的工作服和帽子。 工厂管理层不了解该法规要求，此问题判定为不符合。 根据《中华人民共和国食品安全法》第33条。</p>

PA 13: Ethical Business Behaviour

Site: Hunan Gaofeng Ceramic Manufacturing Co., Ltd. | Site amfori ID: 156-008813-002

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

ENGLISH	LOCAL LANGUAGE
Finding	
Previous audit on April 7, 2023	Previous audit on April 7, 2023

Finding

Through the document review, auditor found that the facility provided training on ethic and integrity policy to all employees, however, during employees' interview 13 of 25 sample employees did not clearly know about the training content. So this question was scored as partial.

This finding was against amfori BSCI Code of Conduct, Principle on Ethical Business Behaviour.

Follow up audit on March 29, 2024

Not Corrected:

Per document review and employee interview, the facility provided training on ethic and integrity policy to employees. However, 3 of 10 interviewed employees did not clearly know about the training content.

This question is rated as partially because only part of the interviewed workers were not aware of the policy.

In accordance with BSCI Code of Conduct PA13.1.

通过文件审核，审核员发现企业有提供商业道德和诚信政策方面的培训给所有员工，但访谈过程里25个抽样员工里有13个员工不太清楚相关培训内容。所以该问题点判断为部分不符合。

这个问题违反了BSCI道德商业行为行为准则。

Follow up audit on March 29, 2024

未改善：

根据文件查阅及员工访谈，审核发现工厂提供了商业道德和诚信政策方面的培训给员工，但访谈过程里10个抽样员工里有3个员工不太清楚相关培训内容。

仅部分员工不了解此政策，此问题判定为部分不符合。

根据BSCI行为守则PA13.1。