Auditee: Fuzhou Swell Electronic Co., Ltd
Audit Date From: 13/09/2016
Audit Date To: 15/09/2016
Expiry Date of the Audit: 13/09/2017
Auditing Company: BSI (BSI GROUP INDIA PRIVATE LIMITED)
Auditor’s Name(s): Bruce Liu (Lead)
Auditing Branch (if applicable): BSI Management Systems Certification (Beijing) Co., Ltd

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

A combination of ratings per performance area where:

<table>
<thead>
<tr>
<th>Rating</th>
<th>A combination of ratings per performance area where:</th>
<th>Consequence</th>
</tr>
</thead>
</table>
| A OUTSTANDING| o Minimum 7 performance areas rated A  
               o No Performance area rated C, D or E  
               These are three examples:                                                                                      | The auditee has the level of maturity to maintain its improvement process without needing follow-up audit. |
| B GOOD       | o Maximum 3 performance area rated C  
               o No performance area rated D or E  
               These are three examples:                                                                                      | The auditee has the level of maturity to maintain its improvement process without needing follow-up audit. |
| C ACCEPTABLE | o Maximum 2 performance areas rated D  
               o No performance area rated E  
               These are three examples:                                                                                      | The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit. |
| D INSUFFICIENT| o Minimum 5 performance areas rated E  
               These are three examples:                                                                                      | The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit. |
| E UNACCEPTABLE| o Minimum 7 performance areas rated E  
               These are three examples:                                                                                      | BSCI participants shall closely oversee the auditor’s progress as it may represent a higher risk than other business partners |
<p>| Zero Tolerance | A Zero Tolerance issue was identified (see Annex 5)                                                                     | Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed. |</p>
<table>
<thead>
<tr>
<th>Main Auditee Information</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Name of producer</strong> :</td>
<td>Fuzhou Swell Electronic Co., Ltd</td>
</tr>
<tr>
<td><strong>DBID number</strong> :</td>
<td>354758</td>
</tr>
<tr>
<td><strong>Audit ID</strong> :</td>
<td>66550</td>
</tr>
<tr>
<td><strong>Address</strong> :</td>
<td>Building 4, No. 8 Daoshishan Road, Chengmen Town, Cangshan District Fuzhou</td>
</tr>
<tr>
<td><strong>Province</strong> :</td>
<td>Fujian</td>
</tr>
<tr>
<td><strong>Country</strong> :</td>
<td>China</td>
</tr>
<tr>
<td><strong>Management Representative</strong> :</td>
<td>Mr. Xu Guohua / HR Manager</td>
</tr>
<tr>
<td><strong>Contact person</strong> :</td>
<td>Linfu Xu</td>
</tr>
<tr>
<td><strong>Sector</strong> :</td>
<td>Non-Food</td>
</tr>
<tr>
<td><strong>Industry Type</strong> :</td>
<td>Accessories</td>
</tr>
<tr>
<td><strong>Product group</strong> :</td>
<td>clocks and watches</td>
</tr>
<tr>
<td><strong>Product Type</strong> :</td>
<td>Clocks</td>
</tr>
</tbody>
</table>
Audit Details

Audit Range:
- ☑ Full Audit
- ☐ Follow-up Audit

Audit Scope:
- ☑ Main Auditee
- ☐ Main Auditee & Farms

Audit Environment:
- ☑ Industrial
- ☐ Agricultural

Audit Announcement:
- ☑ Fully-Announced
- ☐ Fully-Unannounced
- ☐ 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:
- 15/09/2017

Rating per Performance Area (PA)

<table>
<thead>
<tr>
<th>PA 1</th>
<th>PA 2</th>
<th>PA 3</th>
<th>PA 4</th>
<th>PA 5</th>
<th>PA 6</th>
<th>PA 7</th>
<th>PA 8</th>
<th>PA 9</th>
<th>PA 10</th>
<th>PA 11</th>
<th>PA 12</th>
<th>PA 13</th>
</tr>
</thead>
<tbody>
<tr>
<td>☑ D</td>
<td>☑ C</td>
<td>☑ A</td>
<td>☑ A</td>
<td>☑ B</td>
<td>☑ D</td>
<td>☑ A</td>
<td>☑ A</td>
<td>☑ A</td>
<td>☑ A</td>
<td>☑ A</td>
<td>☑ A</td>
<td>☑ C</td>
</tr>
</tbody>
</table>

Executive summary of audit report

This was an announced audit for Fuzhou Swell Electronic Co., Ltd (9135010466284232X7) which was located at Building 4, No. 8 Daoshishan Road, Chengmen Town, Cangshan District, Fuzhou City, Fujian Province, China. The factory was established on July 11, 2007. The facility rented one 5-storey production building from the landlord of Fujian Chuangfeng Electronic Technology Co., Ltd. No canteen or dormitory was provided. There were 98 employees including 16 management staff and 82 workers in the factory currently. There were 26 male employees (27%) and 72 female employees (73%). The ethnic background of management was from mainland China, production workers were all mainland Chinese. All the workers were recruited directly by the factory including one security guard. Their regular work days were from Monday to Friday with 8 hours per day. There were 3 shifts for employees in injection sections: the first shift was from 8:00 to 16:00; the second shift was from 16:00 to 24:00; the third shift was from 24:00 to 8:00. The regular working time of production employees was 8:00 to 12:00 and 13:00 to 17:00. The workers were paid by hourly rate wage. The wages were paid on 20th for the previous month in cash. The factory used finger scanning system system to register workers’ attendance status.

The factory specialized in the manufacture of clock. According to the management and provided payroll records, there was no apparent peak or low production month during the past 12 months. Their capacity was about 150,000 pairs per month. Production activities included sample making, injection, spot welding, painting, assembly, inspecting and packing.

According to the review of the 15 sample employees’ payroll records and attendance records (7 samples from the most recent month of July 2016, 4 samples from June 2016 and 4 samples from May 2016, respectively), it was noted that the lowest wage of the sampled workers was RMB 8.621 per hour, which was higher than the local minimum wage of RMB 7.76 per hour since July 1, 2015. And the sample workers’ maximum daily overtime hour was 2 hour and maximum monthly overtime was 82 hours. The longest consecutively working days was 6 days in the testing periods.

There are totally 98 employees in the factory currently. Per the provided social insurance receipt of August 2016, it was noted that 32 employees are provided with retirement insurance, medical insurance, unemployment insurance, child bearing insurance and work related injury insurance. In addition, the facility provided commercial accident insurance for all employees. No social insurance waiver was provided.

In order to verify that provided wage records were accurate and complete a variety of production / administrative and other records were cross-checked for consistency. No inconsistancy could be detected with provided records.

All the findings were discussed with the management in the closing meeting. The factory signed the onsite finding report, BSCI COC & TOI. The auditor reminded the factory 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.
## Auditee's background information

<table>
<thead>
<tr>
<th><strong>Auditee's name</strong></th>
<th>Fuzhou Swell Electronic Co., Ltd</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Legal status</strong></td>
<td>Limited Company</td>
</tr>
<tr>
<td><strong>Local Name</strong></td>
<td>福州三立电子有限公司(9135010466284232X7)</td>
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<tr>
<td><strong>Year in which the auditee was founded</strong></td>
<td>2007</td>
</tr>
<tr>
<td><strong>Address</strong></td>
<td>Building 4, No. 8 Daoshishan Road, Chengmen Town, Cangshan District</td>
</tr>
<tr>
<td><strong>Contact person (please select)</strong></td>
<td>Linfu Xu</td>
</tr>
<tr>
<td><strong>Province</strong></td>
<td>Fujian</td>
</tr>
<tr>
<td><strong>City</strong></td>
<td>Fuzhou</td>
</tr>
<tr>
<td><strong>Country</strong></td>
<td>China</td>
</tr>
<tr>
<td><strong>Website of auditee (if applicable)</strong></td>
<td>None</td>
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<tr>
<td><strong>Total turnover (in Euros)</strong></td>
<td>5000000.00</td>
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<tr>
<td><strong>Sector</strong></td>
<td>Non-Food</td>
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<tr>
<td><strong>Industry</strong></td>
<td>Accessories</td>
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<tr>
<td><strong>If other, please specify</strong></td>
<td>Production volume: 150,000 pieces per month</td>
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<tr>
<td><strong>Product Group</strong></td>
<td>clocks and watches</td>
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<tr>
<td><strong>If other, please specify</strong></td>
<td>Production cost calculation: Yes</td>
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<tr>
<td><strong>Product Type</strong></td>
<td>Clocks</td>
</tr>
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</table>

## Auditee's employment structure at the time of the audit

<table>
<thead>
<tr>
<th><strong>Total number of workers</strong></th>
<th>98</th>
<th><strong>Total number of workers in the production unit to be monitored (if applicable)</strong></th>
<th>0</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td><strong>MALE WORKERS</strong></td>
<td><strong>FEMALE WORKERS</strong></td>
</tr>
<tr>
<td>Permanent workers</td>
<td>26</td>
<td>72</td>
<td></td>
</tr>
<tr>
<td>Temporary workers</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>In management positions</td>
<td>8</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Apprentices</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>On probation</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>With disabilities</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Migrants (national citizens)</td>
<td>14</td>
<td>56</td>
<td></td>
</tr>
<tr>
<td>Migrants (foreign citizens)</td>
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<tr>
<td>Workers on the permanent payroll</td>
<td>26</td>
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<td>Production based workers</td>
<td>18</td>
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<tr>
<td>With shifts at night</td>
<td>2</td>
<td>4</td>
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<tr>
<td>Unionised</td>
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<td>0</td>
<td></td>
</tr>
<tr>
<td>Pregnant</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>On maternity leave</td>
<td>-</td>
<td>0</td>
<td></td>
</tr>
</tbody>
</table>
### Performance Area 1: Social Management System and Cascade Effect

**Full Audit [Audit Id - 66550] Audit Date: 13/09/2016 PA Score: D  Deadline date: 14/11/2016**

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

- The auditee set up the management manual, conducted the CSR internal audit and the management review. The auditee appointed one a senior management to be responsible for the following of BSCI values and principles. Based on satisfactory evidence, the main auditee partially respects this principle because:
  - 工厂建立了社会管理手册，包含了社会管内审和管理评审，工厂任命了一位高管来负责BSCI的核心价值和要求的实施。但是，基于充足的证据，工
  厂并没有完全尊重BSCI的本条原则。

- The factory had set up some management procedures to implement the BSCI Code of Conduct, but not all policies were properly implemented, such as the benefits provided with the workers were not sufficient. In accordance with Performance Area 1: Social Management System and Cascade Effect, 1.1. It is recommended that all the factory policies are properly implemented.
  - 工厂建立了一些BSCI有效实施的管理制度，但不是所有政策都得以有效实施。比如没有充分保障员工的福利。

- It was noted that the factory did assess how business partners understand and apply the BSCI Code of Conduct of their significant business partners, but the provided assess report of significant business partners were missing CAP plan. In accordance with Performance Area 1: Social Management System and Cascade Effect, 1.3. It is recommended that the factory assesses how business partners understand and apply the BSCI Code of Conduct of all significant business partners.
  - 工厂评估了商业伙伴如何理解和应用BSCI行为守则，但是报告中缺少整改计划。

- It was noted that the factory has established the production capacity calculation procedure, but did not conduct the production capacity calculation. In accordance with Performance Area 1: Social Management System and Cascade Effect, 1.4. It is recommended that the factory conducts the production capacity calculation regularly.
  - 工厂建立了产能评估程序，但没有定期产能评估。

**Remarks from Auditee:**

Agreed

### Performance Area 2: Workers Involvement and Protection

**Full Audit [Audit Id - 66550] Audit Date: 13/09/2016 PA Score: C  Deadline date: 14/11/2016**

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

- The factory provided the records of communication about requirements of social responsibility between the management and workers. The auditee conducted periodical and specific training for employees regarding employees' rights and responsibilities. The auditee established and participated in an effective grievance mechanism and conducted regular survey on the grievance procedure. Based on satisfactory evidence, the main auditee partially respects this principle because:
  - 工厂提供了关于社会责任的管理层与员工间沟通过程的记录。工厂定期对员工进行了有针对性的员工权利和责任方面的培训。工厂建立并参与了一个有效
  的投诉机制和进行了定期的投诉调查。但是，基于充足的证据，工厂并没有完全尊重BSCI的本条原则。

- The factory provided the records of communication about requirements of social responsibility between the management and workers, however, the workers were quite aware of the requirements of social responsibility or the BSCI Code. In accordance with Performance Area 2: Workers Involvement and Protection, 2.1. It is recommended that the factory provides effective training with the workers to ensure they know the requirements of social responsibility or the BSCI Code.
  - 工厂提供了关于社会责任的管理者与员工间的沟通的记录。但是员工并不完全理解社会责任的要求和BSCI的要求。

- It was noted that though the factory provided the commitment that they will implement the social responsibility according to the local law and BSCI Code of Conduct, the factory did not have a long-term goals reflect a step-by-step approach toward sustainable improvements. In accordance with Performance Area 2: Workers Involvement and Protection, 2.2. It is recommended that the factory establishes a long-term goal reflect a step-by-step approach toward sustainable improvements.
  - 该工厂虽然有承诺实施社会责任，但是没有建立长期目标和逐项达到该目标。

- Though the factory posed the BSCI Code of Conduct publicly, provided BSCI training with all employees, the managers and the workers representatives were not quite aware of BSCI values and principles. In accordance with Performance Area 2: Workers Involvement and Protection, 2.4. It is recommended that the factory builds sufficient competence to successfully embed responsible practices in the business operation. This refers to managers, workers and workers representatives.
  - 该工厂公开了BSCI行为守则，并对所有员工进行了BSCI培训，管理者和工人代表并不完全理解社会责任的要求和BSCI的要求。

- The established grievance mechanism was not including all interested parties, only for internal part. In accordance with Performance Area 2: Workers Involvement and Protection, 2.5. It is recommended that the factory establish a grievance mechanism including all interested parties.
  - 工厂建立的投诉机制没有包含所有利益相关方，只是对工厂内部适用。

**Remarks from Auditee:**

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

**Good Practices:** None

**Areas of Improvement:**
- The auditee setup the policies and procedure to secure rights of Freedom of Association. All employees have rights to form or join unions at their free wills. No discrimination exist against workers because of their union membership. Employees could send their suggestion through suggestion box.

Remarks from Auditee:

### Performance Area 4: No Discrimination

**Good Practices:** None

**Areas of Improvement:**
- The auditee set up policy and procedure to secure no discrimination in the factory. All workers felt equal treated in the factory.

Remarks from Auditee:

### Performance Area 5: Fair Remuneration

**Good Practices:** None

**Areas of Improvement:**
- The auditee establishes effective system regarding wage and benefits. No illegal deduction is detected per the records and testimonies. Employees are satisfied with the wage and benefits. Based on satisfactory evidence, the main auditee partially respects this principle because:
  
  5.4 - It was noted that the factory have no sense of evaluation the local living wage, and they have not did any survey or calculating of the local living wage before the audit. In accordance with Performance Area 5: Fair Remuneration 5.4. It is recommended that the auditee evaluate the living wage and ensure the workers' wage are no less than the living wage.

  5.5 - There are totally 98 employees in the facility currently. Per the provided social insurance receipt of August 2016, it was noted that 32 employees are provided with retirement insurance, medical insurance, unemployment insurance, child bearing insurance and work related injury insurance. In addition, the facility provided commercial accident insurance for all employees. No social insurance waiver was provided. In accordance with the Labor Law of the People's Republic of China Article 73 it is recommended that factory management adopt practices and controls to ensure that employees receive all of their statutory welfare entitlements.

Remarks from Auditee:

Agreed
## Performance Area 6: Decent Working Hours

**Full Audit [Audit id - 66550] Audit Date: 13/09/2016 PA Score: D**  
**Deadline date: 14/11/2016**

### GOOD PRACTICES:
None

### AREAS OF IMPROVEMENT:

The auditee establishes effective tracking system regarding working hours of production employees. Sufficient overtime wages were paid to employees. Based on satisfactory evidence, the main auditee partially respects this principle because:

6.2 - Based on 15 sampled employees' time records (7 samples from the most recent month of July 2016, 4 samples from June 2016 and 4 samples from May 2016, respectively), it was noted that 11 out of 15 sampled workers' monthly overtime hours were over the legal limited 36 hours per month with the maximum overtime hours of 74, 74 and 52 hours from May to July, respectively. And as the factory has not assessed production capacity, there was no program of controlling and anticipating production processes reduces unnecessary subcontracting and overtime, the workers may face the risk of unnecessary or unreasonable overtime. In accordance with the Labor Law of the PRC Article 41 it is recommended that overtime hours do not exceed the statutory limits.

Remarks from Auditee:

Agreed

## Performance Area 7: Occupational Health and Safety

**Full Audit [Audit id - 66550] Audit Date: 13/09/2016 PA Score: A**  
**Deadline date: 14/11/2016**

### GOOD PRACTICES:
None

### AREAS OF IMPROVEMENT:

The auditee establishes effective tracking system regarding health and safety and appointed one senior manament to be resposable for the health and safety. Peridical health and safety check were conducted. Sufficient fire equipment were available throughout most of work floors. The sense of personal protection of employees are high. The whole condition of work floors are kept in good. As no transportation was provided to employees and the employees went home by themselves, therefore, 7.23 was rated as N/A. No dormitory was provided, therefore, 7.24 was rated as N/A. Based on satisfactory evidence, the main auditee partially respects this principle because:

7.1 - It was noted that the factory did not provide the occupational health checks to employees who were exposed to occupational hazardous element. In accordance with Article 36 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases. It is recommended that management adopt practices and controls to ensure that regular occupational health checks are provided to all employees were in contact with hazardous materials.

7.3 - It was noted that the factory did not conduct occupational hazardous element monitoring. In accordance with Provisions on the Supervision and Administration of Workplace Occupational Health Article 20 it is recommended that the factory should apply for testing of factors of occupational hazards at least once a year and keep the reports for review.

7.6 - It was noted that 3 employees who were exposed to chemicals were not wearing the provided active carbon masks; 2 viewed painting employees were wearing active carbon mask instead of respirators. 2 viewed painting employees were not provided with gogles. In accordance with PRC Work Safety Law (2002), Amendment (2014), Article 42 It is recommended that production and business units shall provide their employees with work protection gears that are up to national standards or industrial specifications, and they shall give instruction to their employees and see to it that they wear or use these gears.

3名接触化学品的员工工作时没有佩戴提供的活性炭口罩；2名喷漆工工作时佩戴的是活性炭口罩而不是防毒面具，工厂没有为2名喷漆员工提供护目镜。

7.7 - 1. It was noted that 20% of chemical containers were not marked with labels. In accordance with Regulation For Chemical Usage Safety in Workplace, Article 19 It is recommended that chemical container should be marked with label. 2. It was noted that no secondary container was provided for chemicals. In accordance with Regulation for Safety of Dangerous Chemical Article 20 it is recommended that chemical should be provided with secondary container.

1.20%的化学品容器没有进行标示，2. 工厂没有为化学品提供二次容器。

7.13 - It was noted that 20% of viewed electrical switches were not marked with functions in production areas. In accordance with Performance Area 7: Occupational Health and Safety 7.13 It is recommended that electrical switches should be marked with functions.

Remarks from Auditee:

Agreed
### Performance Area 8: No Child Labour

<table>
<thead>
<tr>
<th>Full Audit [Audit Id - 66550] Audit Date: 13/09/2016 PA Score: A</th>
<th>Deadline date:</th>
</tr>
</thead>
</table>

**GOOD PRACTICES:**
None

**AREAS OF IMPROVEMENT:**
The auditee establishes effective age-verification system to avoid hiring the child labour. No child labor was detected on the assessment day.

Remarks from Auditee:

### Performance Area 9: Special protection for young workers

<table>
<thead>
<tr>
<th>Full Audit [Audit Id - 66550] Audit Date: 13/09/2016 PA Score: A</th>
<th>Deadline date:</th>
</tr>
</thead>
</table>

**GOOD PRACTICES:**
None

**AREAS OF IMPROVEMENT:**
The facility established the procedure for protecting the juvenile workers. No juvenile worker was hired currently, therefore, 9.4, 9.5 and 9.6 were rated as N/A.

Remarks from Auditee:

### Performance Area 10: No Precarious Employment

<table>
<thead>
<tr>
<th>Full Audit [Audit Id - 66550] Audit Date: 13/09/2016 PA Score: A</th>
<th>Deadline date:</th>
</tr>
</thead>
</table>

**GOOD PRACTICES:**
None

**AREAS OF IMPROVEMENT:**
Valid labor contracts were signed between the auditee and employees within one month of hiring. No illegal item is indicated in the labor contracts. Employees understand the employment relationship between the auditee and themselves.

Remarks from Auditee:

### Performance Area 11: No Bonded Labour

<table>
<thead>
<tr>
<th>Full Audit [Audit Id - 66550] Audit Date: 13/09/2016 PA Score: A</th>
<th>Deadline date:</th>
</tr>
</thead>
</table>

**GOOD PRACTICES:**
None

**AREAS OF IMPROVEMENT:**
No forced labor, harassment or abuse were detected in the facility. Employees are treated in a good manner.

Remarks from Auditee:
### Performance Area 12: Protection of the Environment

**GOOD PRACTICES:**
None

**AREAS OF IMPROVEMENT:**

<table>
<thead>
<tr>
<th>Section</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>12.1</td>
<td>It was noted that the factory did not conduct the environment risk assessment. In accordance with Performance Area 12: Protection of the environment 12.1. It is recommended that the factory conduct the environment risk assessment regularly.</td>
</tr>
<tr>
<td>12.3</td>
<td>1. It was noted that no environmental impact report was provided in the facility. In accordance with Article 16 of PRC Environmental Impact Assessment Law, it is recommended that environmental impact report should be available prior to operation. 2. It was noted that no environmental impact report approval was provided in the facility. In accordance with Article 22 of PRC Environmental Impact Assessment Law, it is recommended that environmental impact report approval should be available. 3. It was noted that no Environmental Construction Project Acceptance Checks was provided in the facility. In accordance with Article 17 of PRC Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project, it is recommended that Environmental Construction Project Acceptance Checks should be maintained in the facility.</td>
</tr>
</tbody>
</table>

**Remarks from Auditee:**
Agreed

### Performance Area 13: Ethical Business Behaviour

**GOOD PRACTICES:**
None

**AREAS OF IMPROVEMENT:**

<table>
<thead>
<tr>
<th>Section</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>13.1</td>
<td>It was noted that the factory established procedures against any act of corruption and no risk assessment of this part was conducted. In accordance with Performance Area 13: Ethic Business Behavior 13.1. It is recommended that the factory establishes procedures against any act of corruption with the procedure of rewarding ethical behavior and integrity among its workers and managers, and conducts relevant risk assessment regularly.</td>
</tr>
<tr>
<td>13.4</td>
<td>It was noted that the facility had not established procedures on privacy protection, and no training on this part was provided to employees. In accordance with Performance Area 13: Ethic Business Behavior 13.4. It is recommended that the factory provides relevant training to employees.</td>
</tr>
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**Remarks from Auditee:**
Agreed
<table>
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<tr>
<th>Audit Type</th>
<th>Date</th>
<th>Audit Id</th>
<th>PA1</th>
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<th>PA3</th>
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<th>PA10</th>
<th>PA11</th>
<th>PA12</th>
<th>PA13</th>
<th>Overall Rating</th>
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<td>13/09/2016</td>
<td>66550</td>
<td><strong>D</strong></td>
<td><strong>C</strong></td>
<td><strong>A</strong></td>
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<td><strong>B</strong></td>
<td><strong>D</strong></td>
<td><strong>A</strong></td>
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<td><strong>A</strong></td>
<td><strong>A</strong></td>
<td><strong>A</strong></td>
<td><strong>A</strong></td>
<td><strong>C</strong></td>
<td><strong>C</strong></td>
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</tbody>
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