



Social Audit Report

社会责任 审核报告

January 2009
2009年1月

BSCI 7-01/09

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Social Audit Report

社会责任 审核报告

Factory Name: 工厂名称:		Wuxi Changfeng Tempered Glass Factory	
Factory Address: 工厂地址:		Huangniba Village, Yuqi Town, Wuxi City, China	
Management Representative: 管理代表:		Mr. Pei Xiaolong	
Audit Results for BSCI Social Requirements Part B: BSCI 社会责任要求 B 部分:	Good ¹ 良好 <input checked="" type="checkbox"/>	Improvement Needed 需要改进 <input type="checkbox"/>	Non-compliant 不合规 <input type="checkbox"/>
Audit Results for Best Practice for Industry Part C: 行业最佳实践 C 部分:	Good 良好 <input type="checkbox"/>	Improvement Needed 需要改进 <input checked="" type="checkbox"/>	
Audit initiated by: 审核发起人	BSCI Member: BSCI 成员 <input checked="" type="checkbox"/>	Supplier: 供应商 <input type="checkbox"/>	
Auditing Company Name: 审核公司名称:		Hong Kong Quality Assurance Agency	
Audit report number: 审核报告号码:		14201086-BSCI	
DBID number: DBID 号码:		23550	
Lead Auditor's name and SAAS certificate number: 主审核员的姓名以及 SAAS 证书号码:		Amherst Chen/ A8322	
Auditing Company Address: 审核公司地址:		19/F, K. Wah Centre, 191 Java Road, North Point, Hong Kong	
Audit Date: 审核日期:		20-22 December 2010	
Date for the new BSCI cycle to be started: (3 years from the initial audit): 新的 BSCI 循环即将开始的日期 (自首次审核日期起 3 年)		22 December 2013	
Number of Initial audits performed at this facility (Cycle number 1, 2, 3..): 在该厂执行的首次审核的次数 (循环次数 1、2、3..):		1	
Agreed date for closing the CAP (if applicable): 同意结束纠正措施计划的日期 (如适用):		Part B: 22 January 2011 Part C: N/A	
Date, Signature & Stamp: 日期、签署和印章:		22 December 2010 / Amherst Chen  	

¹ Due to the sampling nature of the auditing exercise, absence of findings during an assessment does not assure the full compliance of the facility nor does it guarantee that violations may not appear in the future. BSCI and the auditing company do not accept responsibility for conditions at other locations that may be used in the supply chain of the relevant product or service since this report covers the production site listed under "audited company" only. 由于审核活动的取样性质缘故, 若评估过程缺少调查结果, 则不能保证完全符合该体系, 也不能保证日后不会发生违反情况。由于本报告仅涉及“受审核公司”下列出的生产场所, 因此 BSCI 和该审核公司不对相关产品或服务的供应链中使用的其它场所出现的情况负责

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Lead-Auditor 主审核员	Amherst Chen	Additional Auditor 其它审核员	Nil
Audit Date 审核日期	20-22 December 2010	Number of man days applied 适用的人天数	2 mandays on-site audit+ 0.5 manday off-site reporting

A. Master Data – For full details on the business structure of the company, see complete Master Data in the Audit Questionnaire.

A.主要资料-有关该公司业务结构的全部详情, 请参见审核问卷中的完整的主要资料。

Location of audited Company 受审核公司地址		Basic Data 基本数据	
Name of Company 公司名称	Wuxi Changfeng Tempered Glass Factory	Year of foundation 成立年份	2000
http://www. 网址	www.cfjs.com	Legal status 法律地位	Private Own
Street 街道	Huangniba Village, Yuqi Town	Language(s) spoken in company 公司所讲的语言	Mandarin
City 城市	Wuxi City	Total capacity per month 月总产量	1,000,000 PCS
Zip Code 邮编	214183	Contact Person 联系人	
Country 国家	China	Name 姓名	Mr. Pei Xiaolong
Phone 电话	(86 510) 66119708	Position / language 职位/语言	Factory Director / Mandarin
Fax 传真	(86 510) 82697919	Phone 电话	(86)13861811606
DBID Number DBID 号码	23550	E-mail 电邮	gendan01@cfjs.com

Business Activities 商业活动			
Clothing: 服装:	<input type="checkbox"/>	Construction Material: 建筑材料:	<input type="checkbox"/>
Eyewear (Glasses): 各类眼镜(眼镜):	<input type="checkbox"/>	Furniture: 家具:	<input checked="" type="checkbox"/>
Machinery: 机械:	<input type="checkbox"/>	Other hard goods: 其他耐用品:	<input type="checkbox"/>
Textiles: 纺织品:	<input type="checkbox"/>	Toys: 玩具:	<input type="checkbox"/>
		Electronic Groups: 电子集团:	<input type="checkbox"/>
		Leather Goods (except shoes): 皮制品 (除鞋类):	<input type="checkbox"/>
		Shoes: 鞋类:	<input type="checkbox"/>
		Textiles raw material or accessories 纺织原料或配件:	<input type="checkbox"/>

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B. Audit Assessment Results: Part B BSCI Mandatory Social Requirements
B. 审核评估结果: B 部分 BSCI 强制性的社会责任要求

		Results 结果			
		2	1	0	NA
B.1	Management Practice 管理实践	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.2	Documentation 文件证据	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.3	Working Time 工时	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.4	Compensation 报酬	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.5	Child Labour / Young Employees 童工 / 未成年员工	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.6	Forced Labour / Prisoner Labour / Disciplinary Measures 强迫劳工/囚犯劳工/惩戒措施	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.7	Freedom of Association / Collective Bargaining 结社自由/集体谈判	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.8	Discrimination 歧视	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.9	Working Conditions 工作条件	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.10	Health and Social Facilities 卫生及社会福利设施	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.11	Occupational Health and Safety 职业安全与健康	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.12	Dormitories 宿舍	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
B.13	Environment 环境	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Total Result: 总体结果:	<input checked="" type="checkbox"/> Good 良好	<input type="checkbox"/> Improvements Needed 需要改进	<input type="checkbox"/> Non-compliant 不合规
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Please fill in under results 请根据结果填写			
2 = Good 2 = 良好	1 = Improvements Needed 1 = 需要改进	0 = Critical 0 = 不合规	NA = Not Applicable NA = 不适用
No deviation from requirements or only minor deviations and full protection of employees is given 符合要求或者仅有次要的要求不符合, 员工受到全面的保护	Deviations in the minority of requirements and no crucial points 极少数要求不符合, 不存在危急情况	Deviations in the majority of requirements or/and in crucial points (double framed) 多数要求不符合或/和处于危急关头 (双重框架)	Requirements do not match to the company structure 要求不符合公司结构

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Remarks 备注

B.1 Management Practice

The factory appointed Mr. Song Zhongren as management representative responsible for the BSCI issue. Ms. Li Ying was appointed to update the current laws and regulations. The factory appointed Ms. Gao Weihua as safety officer. Safety officer certificate was provided and approved by Wuxi City Huishan District Safety and Production Inspection Management Bureau on Nov 2008 with certificate number 081320214E0078. Communication about social requirements was ongoing between staff and management via meeting and training. The factory established the working type risk assessment document to help identify potential risk and prevent recurrence of work accidents. The factory didn't use sub-contractor.

B.2 Documentation

The factory provided a valid business license and it was reviewed on site. (License No.: 320206000110110, which was valid from 17 Feb 2009 to Forever.) A written policy on child labour, maternity, force labour, wage and working time etc were clearly described and provided on site. The factory also posted its social commitment which was accessible to all employees. Personal profile and working contract were recorded properly by the factory. The factory used finger print time record system to record the working hour for the employees and it would be made as attendance list for employees for ensure at last. According to worker interviews, pay slip was provided to the employees each month. The social insurance payment compliance letter was approved by Wuxi City Huishan District Labour and Social Insurance Bureau on 8 Nov 2010. Worker rule was reviewed on site and all principles were pertaining to national law. The fire evacuation drill was held on 17 Nov 2010, relevant document and photo were reviewed. There were two employees trained as first aider in the factory. Both of their first aid certificates were provided and approved by Wuxi City Red Cross on 9 December 2010. The crane inspection was conducted and approved by Jiangsu province Special Instrument Safety Inspection Institute on 14 May 2010 with report number WX-QD(4170)-2010-06858/ WX-QD(4170)-2010-06859. The drinkable water inspection was conducted and approved by Wuxi City Huishan District Disease and Prevention Control Centre on 13 Jan 2010 with report number (水) 检字: 201000143. Record on injuries in the workshop was reviewed.

B.3 Working Time

Normal working hours were 8 hours per day and 5 days per week. Employees worked in one shift and working time was 7:30-11:00, 12:00-16:30, recorded by finger print record machine. The working time records from Dec 2009 to 21 Dec 2010 was maintained and reviewed, during this period, the maximum overtime hours were 0 hours per day, 8 hours per week, and 32 hours per month. Maximum consecutive working days were 6 days. The factory didn't get the comprehensive working hour system approval letter.

B.4 Compensation

Payroll of recent 2 years which was maintained and recorded from Nov 2009 to Nov 2010 was reviewed. The wages were calculated based on monthly wage and the lowest monthly wage was RMB1,160 in the reviewed period and the wages were monthly rate. Local legal minimum wage was RMB960/month since 1 February 2010. The overtime wage was paid as 150% of regular wage for overtime on normal working day, 200% on rest day and 300% on holidays. Wages were paid in cash on 16th of each month. Social insurance payment receipts from 16 Nov 2009 to 15 Oct 2010 were presented for review. It was verified that the factory fully paid (RMB174.83 per month) all types of social insurance for all employees while all employees were covered in the accident insurance. Per work rules check, it was found the disciplinary methods included verbal warning and warning letter. No illegal deduction found in the wage compensation record while deduction of income tax was made from wage of part of employees according to legal taxation regulation.

B5 Child Labour/ Young Employees

According to plant tour, no child labour and young worker was found in the factory. The factory collected the relevant regulation about the protection on young workers.

B6 Forced Labour

According to the worker interviews and plant tour, it was found that employees could freely leave the factory after work. Safe Guard didn't pose any pressure onto the employees. Resigned employees

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records were checked onsite and showed that the employees could terminate their contract within the legal framework. Employees kept their identification card. There were no any monetary deposits required from the employees. There was no evidence to prove the work was conducted under the threat of penalty. There was no prison labour found in the factory.

B7 Free association and Collective Bargaining

The factory established a policy for employee freedom of association and collective bargaining. The training record on the collective bargain was provided and reviewed, it was confirmed with factory manager and employee interviews. The factory manager claimed that they had never experienced strikes, walkouts, and protest demonstrations within the past two years. Rights of associations or collective bargaining were not restricted. There were three worker representatives who were elected by employees on 2 Mar 2010.

B8 Discrimination, harassment and abuse

Workers came from different provinces of China, pregnancy or virginity tests were not required in recruitment process. Audit team did not have any evidence indicated that women were mistreated or fired as a result of being pregnant with last twelve months. Through worker interviews, it was confirmed that there were no unequal, abuses, and unusual disciplinary practices. There was no preference on the religion, origin, political affiliation or age.

B9 Working Conditions

According to the plant tour, it was found that the overall condition of the whole factory was acceptable. The temperature in the workshop was acceptable. There was enough ventilation provided in the workshop. During the plant tour, noise level in the workshop was acceptable. A noise inspection was conducted by Wuxi Huishan District Disease and Prevention Control Centre on 22 Oct 2010 with report number X1001143 and the inspection result was pass. Lighting condition and cleanliness were acceptable.

B10 Health and Social Facilities

The factory provided adequate number of toilets to employees. A first aid service agreement was signed with Yuqi Town Sanitary Institute on 15 Jan 2010. The factory provided the first aid kit in each workshop. The canteen sanitary certificate was provided and approved by Wuxi City Huishan District Sanitary Bureau on 25 March 2009 with report number (苏)卫食字(2009)第170325号.

B11 Occupational Health and Safety

During plant tour, there was no any work process would seriously and avoidably endangered employees. The factory provided adequate personal protective equipment such as metallic safety gloves at company cost to employees, and all these personal equipment was kept in good condition. All employees would receive EHS training. Employees should wear equipment if necessary and all chemical substances were labelled. Chemical dispense, use and disposal record was checked onsite. Safety instruction and emergency schedule were posted at each workshop appropriately. Electrical installations were checked periodically and the check form was posted on the electrical box. The factory appointed a qualified person to tackle with electricity issue. Mr. Ni Hean was appointed as electrician whose has an electrician license with number T342623196802191094, it was valid from 5 Feb 2010 to 4 Feb 2016. Crane operator Mr. Song Zhonglun/ Pei Xiaolong whose has operation license which was approved by Jiangsu Province Wuxi Quality and Technical Inspection Bureau with license number TS6FWUX06055/ TS6FWUX06054. The factory installed a fire early warning system. Effective and enough number of fire extinguishers were provided at each workshop. Escaping routes in facility were unobstructed and signed to introduce employees easily get access to the exits. Escape plan was posted in each workshop to inform the detail information of location where they were. There was no steamed boiler used in the factory.

B12 Dormitories

The factory didn't provide accommodation to employees.

B13 Environment

The Environment Projection Impact Assessment was approved by Wuxi City Huishan District Environment and Protection Bureau on 20 Nov 2007. Chemical substances in the facility were stored and disposed appropriately while part of chemicals was not stored with 2nd containers in warehouse. A hazardous waste disposal agreement was signed with Suzhou Xinqu Xinghuo Environment Decontamination Co., Ltd on 26 Feb 2010. The hazardous operating permit was also provided for review. Waste water inspection was conducted by Wuxi Huishan District Disease and Prevention Control Centre on 22 Oct 2010 with report number X1001143 and the inspection result was pass. There was no industry waste air produced in the factory.

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Audit Corrective Action Plan (CAP) Part B BSCI Mandatory Social Requirements
审核纠正措施计划 (CAP) B 部分 BSCI 强制性的社会责任要求

	Findings and Necessary Improvements 审核发现以及必要的改进	Implementation Date 实施日期
Management Practice 管理手法	<p>Ø In accordance with BSCI social requirements (B.1.5), the executives, management and staff should be aware of the legal rights and duties under the national legislation. But half of them are not aware of the duties and rights via the conversation during the audit.(E.g. what the local legal minimum wage is) 按照 BSCI 的要求 (B.1.5), 行政人员、管理层和职工应知道他们在劳工法例下的合法权利和义务, 但在审核过程的面谈中发现, 50%人并不十分清楚合法的利益和职责。(例如: 当地的法定工资是多少)</p> <p>Executives, management and staff should be aware of the legal rights and duties under the national legislation. 行政人员、管理层和职工应知道他们在劳工法例下的合法权利和义务。</p>	22 January 2011 2011 年 1 月 22 日
Documentation 文件证据	<p>Ø In accordance with BSCI social requirement (B.2.2), all necessary official approvals should be provided to support the operation of machines. But the factory didn't provide the Fire inspection report and Construction Inspection Report for Production buildings. 根据 BSCI 的要求(B.2.2), 有关机器运作必须得到官方批准, 但工厂未能提供厂房的消防验收报告和竣工验收报告。</p> <p>Fire Inspection report and Construction Inspection Report for production building should be provided. 应提供厂房的消防验收报告和竣工验收报告。</p>	22 January 2011 2011 年 1 月 22 日
	<p>Ø In accordance with BSCI social requirement (B.2.2), all necessary official approvals should be provided to support the operation of machines. But the factory didn't provide health certificate of canteen staff. 根据 BSCI 的要求(B.2.2), 有关机器运作必须得到官方批准, 但工厂未能提供食堂员工的健康证。</p> <p>Health certificate of canteen staff should be provided. 工厂应提供食堂员工的健康证。</p>	22 January 2011 2011 年 1 月 22 日
	<p>Ø In accordance with BSCI social requirements (B.2.15), effective machinery inspection report should be provided during the audit. But factory did not provide the inspection report for gas container and air compressor found per plant tour. 按照 BSCI 的要求 (B.2.15), 公司应在审核时间范围内提供一份有效的机器检查文件, 但在审核过程中, 工厂未能提供储气罐的监测报告。</p> <p>Inspection report for all Gas container and air compressor should be provided. 现场审核时, 工厂应该提供所有空压机和储气罐的监测报告。</p>	22 January 2011 2011 年 1 月 22 日
Working Time 工时	No non-compliance was found during audit 未发现有不合规	NA 不适用
Compensation 报酬	No non-compliance was found during audit 未发现有不合规	NA 不适用
Child Labour / Young Employees 童工/未成年员工	No non-compliance was found during audit 未发现有不合规	NA 不适用

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Forced Labour / Prisoner Labour / Disciplinary Measures 强迫劳工/囚犯劳工/惩戒措施	No non-compliance was found during audit 未发现有不合规			NA 不适用
Freedom of Association and Collective Bargaining 结社自由和集体谈判	No non-compliance was found during audit 未发现有不合规			NA 不适用
Discrimination 歧视	No non-compliance was found during audit 未发现有不合规			NA 不适用
Working Conditions 工作条件	No non-compliance was found during audit 未发现有不合规			NA 不适用
Health and Social Facilities 卫生及社会福利设施	No non-compliance was found during audit 未发现有不合规			NA 不适用
Occupational Health and Safety 职业健康与安全	<p> <input checked="" type="checkbox"/> In accordance with BSCI social requirement (B.11.5 d), fire fight equipment should be installed at an appropriate height. But it was found that 80% of fire fight equipment was installed higher than the requirement (top of fire extinguisher should not be higher than 1.5m from ground) stipulated by the national laws. 按照 BSCI 的要求(B.11.5 d),灭火器的安装必须在一个合理的高度,但在现场发现 80%灭火器安装的高度超出了法律规定的高度(灭火器顶部不应高於地面 1.5 米)。 Fire fight equipment should be installed at an appropriate height. 灭火器的安装高度应该合理。 </p> <p> <input checked="" type="checkbox"/> In accordance with BSCI social requirement (B.11.7 d), doors in the room with more than ten employees should open outwards. It was found two doors in the canteen couldn't open outwards. 按照 BSCI 的要求(B. 11.7 d), 大于 10 人的房间, 门应该可以向外开启。现场审核发现, 食堂的两扇门不可以向外打开。 Doors in the room with more than ten employees should open outwards. 大于 10 人的房间, 门应该可以向外开启。 </p>			22 January 2011 2011 年 1 月 22 日 22 January 2011 2011 年 1 月 22 日
Dormitories 宿舍	NA 不适用			NA 不适用
Environment 环境	<p> <input checked="" type="checkbox"/> In accordance with BSCI social requirement (B.13.3), it should be ensured chemicals do not leak into ground. Per onsite plant tour, it was found that factory didn't provide secondary containers for part of chemicals (e.g. lubricant oil) stored in the chemical warehouse. 按照 BSCI 的要求(B. 13.3),工厂应保证化学品不会直接泄漏到地上。但现场发现, 工厂未能为储存在化学品仓库的部分化学品(例如: 润滑油)提供二次容器。 It should be ensured that chemicals do not leak into ground. 应该保证化学品不会泄漏到地上。 </p>			22 January 2011 2011 年 1 月 22 日

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22 December 2010 / Amherst Chen

Date / signature / stamp Auditor

日期/签署/印章 审核员

Signature / stamp Company

签署/印章 公司



Amherst Chen

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C. Audit Assessment Results: Part C Best Practice for Industry- Voluntary implementation but auditing is mandatory

C. 审核评估结果：C 部分 行业最佳实践-自愿实施，但审核是强制性的

		Results 结果		
		2	1	不适用
C.1	Policy 方针	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.2	Planning and Implementation 计划和实施	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.3	Management Review 管理评审	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.4	Control of Subcontractors / Suppliers / Sub-suppliers 分包商/供应商/下级供应商的管制	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.5	Control of Homeworkers 家庭工的管制	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
C.6	Compensation 报酬	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.7	Child Labour 童工	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.8	Evasion 逃避责任	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.9	Outside Communication 对外沟通	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

<p>Ripe for SA8000 Certification with regard to audit results B. and C.: 根据审核结果 B 和 C 进行 SA8000 认证的时机是否成熟</p>	<input type="checkbox"/> YES 是	<input checked="" type="checkbox"/> NO 否
<p>Training and assistance necessary but SA8000 certifiable 尽管达到 SA8000 认证标准，是否有必要接受培训和协助</p>	<input type="checkbox"/> YES 是	<input checked="" type="checkbox"/> NO 否

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Remarks 备注

C.5 Control of Homeworkers

No home workers were used within the factory.

C.6 Compensation

As provided by the factory employee, price of foods as below:

Pork: RMB9.5/500g

Vegetable: RMB0.6/500g

Rice: RMB1.9/500g

Egg: RMB0.5/pcs

Basic needs wage= $(9.5*0.4+0.6*1.1+1.9*0.6+0.5*2)*30*3/2/40%*1.1$ =RMB 940.5/ Month

C.8 Evasion

No evidence to show that labour-only contracting arrangements and false apprenticeship schemes were undertaken in the effort to avoid fulfilling the company's social obligations to personnel.

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Audit Corrective Action Plan (CAP) Part C Best Practice for Industry
审核纠正措施计划 (CAP) C 部分 BSCI 社会责任要求

	Findings and Necessary Improvements 审核发现以及必要的改进	Agreed 是否同意		Implementation Date 实施日期
		Yes 是	No 否	
Policy 方针	<p>In accordance with Best Practice for Industry requirements (C.1.1), the top management should define a commitment to conform to all requirements of SA8000 Standard. It was noted that the top management did not define a commitment to conform to all requirements of SA8000 Standard.</p> <p>按照行业最佳实践要求 (C.1.1), 最高管理层应就遵守 SA8000 标准的所有规定作出承诺。在评估中发现, 最高管理层没有就遵守 SA8000 标准的所有规定作出承诺。</p> <p>The top management should define a commitment to conform to all requirements of SA8000 Standard. (C1.1) 最高管理层应就遵守 SA8000 标准的所有规定作出承诺。(C1.1)</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用
Planning and Implementation 计划和实施	<p>In accordance with Best Practice for Industry requirements (C.2.1), the company should promote the requirement of the SA8000 Standard and implement at all levels of the organization. It was noted that the company did not promote the requirement of the SA8000 Standard and implement at all levels of the organization.</p> <p>按照行业最佳实践要求 (C.2.1), 公司应就 SA8000 标准的要求对组织内各阶层进行宣传并加以执行。在评估中发现, 公司没有就 SA8000 标准的要求对组织内各阶层进行宣传并加以执行。</p> <p>The company should promote the requirement of the SA8000 Standard and implement at all levels of the organization. 公司应就 SA8000 标准的要求对组织内各阶层进行宣传并加以执行。</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用
Management Review 管理评审	<p>In accordance with Best Practice for Industry requirements (C.3.1-3.2), top management should review the policy procedure and performance result vis-à-vis the requirement of the SA8000 Standard periodically. It was noted that top management did not review the policy procedure and performance result vis-à-vis the requirement of the SA8000 Standard periodically.</p> <p>按照行业最佳实践要求 (C.3.1-3.2), 最高管理层应定期对对照 SA8000 标准要求检讨公司的方针、程序和表现。在评估中发现, 最高管理层没有定期对对照 SA8000 标准要求检讨公司的方针、程序和表现。</p> <p>Top management should review the policy procedure and performance result vis-à-vis the requirement of the SA8000 Standard periodically. 最高管理层应定期对对照 SA8000 标准要求检讨公司的方针、程序和表现。</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用

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Control of Suppliers / Subsuppliers 供应商/下级供应商的管制	Wuxi Changfeng Tempered Glass Factory In accordance with Best Practice for Industry requirements (C.4.1-4.4), factory should establish procedure to recruit subcontractors / suppliers / subsuppliers based on their ability to meet the requirements of the SA8000 Standard. It was noted that factory did not establish procedure to recruit subcontractors / suppliers / subsuppliers based on their ability to meet the requirements of the SA8000 Standard. 按照行业最佳实践要求 (C.4.1-4.4), 公司应根据其迎合 SA8000 标准的要求的能力, 建立并维持适当的程序, 去聘用分包商/供货商/分供货商。在评估中发现, 公司没有根据其迎合 SA8000 标准的要求的能力, 建立并维持适当的程序, 去聘用分包商/供货商/分供货商。 Factory should establish procedure to recruit subcontractors / suppliers / subsuppliers based on their ability to meet the requirements of the SA8000 Standard. 公司应根据其迎合 SA8000 标准的要求的能力, 建立并维持适当的程序, 去聘用分包商/供货商/分供货商。	20-22 December 2010	23550	Page 13 of 29
Control of Homeworkers 家庭工的管制	NA 不适用			N/A 不适用
Compensation 报酬	No non-conformance found 未有发现不符点			N/A 不适用
Child Labour 童工	In accordance with Best Practice for Industry requirements (C.7.1), the company should establish and document, and maintain and effectively communicate to personnel and other interested parties, policies and procedures for remediation of children found to be working. 按照行业最佳实践要求 (C.7.1) 公司应建立和以文件记录有关革除童工的方针和程序, 并且努力维持和有效地与员工和其它利益关系方就此问题沟通。 The company should establish and document, and maintain and effectively communicate to personnel and other interested parties, policies and procedures for remediation of children found to be working. 公司应建立和以文件记录有关革除童工的方针和程序, 并且努力维持和有效地与员工和其它利益关系方就此问题沟通。			N/A 不适用
Evasion 逃避责任	No non-conformance found 未有发现不符点			N/A 不适用
Outside Communication 对外沟通	In accordance with Best Practice for Industry requirements (C.9.1), the company should establish and maintain the procedure to communicate regularly to all interested parties data and other information regarding performance of the requirement of the SA8000 Standard. It was noted that the company did not maintain the procedure to communicate regularly to all interested parties data and other information regarding performance of the requirement of the SA8000 Standard. 按照行业最佳实践要求 (C.9.1), 公司应建立并维持程序以定期与所有利益相关方就 SA8000 标准要求的表现进行沟通。在评估中发现, 公司没有维持程序以定期与所有利益相关方就 SA8000 标准要求的表现进行沟通。 The company should maintain the procedure to communicate regularly to all interested parties data and other information regarding performance of the requirement of the SA8000 Standard. (C9.1) 公司应维持程序以定期与所有利益相关方就 SA8000 标准要求的表现进行沟通。(C9.1)			N/A 不适用

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22 December 2010/ Amherst Chen

Date / signature / stamp Auditor

Signature / stamp Company

日期/签署/印章 审核员

签署/印章 公司



Amherst Chen

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List of Audit Attachments
审核附件清单

	Obligatory Attachments- to be included as part of this PDF report 所需附件 作为该 PDF 报告的一部分而被包括进去	Attached? 已附?
1.	Employees Interview Sheet 员工访谈记录单	Y
2.	Photos: outside factory compound, production floor, canteen, dormitories, display of the code of conduct, nursery, etc. 照片: 厂院外、生产楼层、食堂、宿舍、行为守则的展示架、苗圃等等	Y
3.	Child Labour Record Sheet 童工记录单	NA

	Required copies to be available as part of the audit pack, if no legal prohibition for collecting the record, according to local law. 要求提供复印件作为审核资料的一部分, 如果法律允许收集记录, 请依照当地法律。	Available with the audit files? 已随审核文件提供?
5.	Collective Bargaining Agreement 劳资协议	Y
6.	Personnel File sample 个人文件样本	Y
7.	Time Record sample 时间记录样本	Y
8.	Payslip sample 工资条样本	Y
9.	Payment to Social Insurance Fund 社会保险金支付	Y
10.	Wage List sample 工资表样本	Y
11.	Maternity Leave sample 产假样本	NA
12.	Work Rules 工作规则	Y
13.	Documentation on Health and Safety Training 有关健康与安全培训的文件证据	Y
14.	Documentation on Social Issues made by officials or other social audit 由官员或其他社会责任审核员造成的社会责任问题的文件证据	NA
15.	Agreement with a union or other worker representative 与工会或其他工人代表签订的协议	NA
16.	Authorization for exemptions from statutory regulations 法定豁免的批准	NA
17.		
18.		
19.		
20.		
21.		
24.		

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Photos

Outside (Factory from the outside, factory compound)



Inside (Production area, e.g. working conditions, documentation):

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BSCI requirement Posted



Business License



Canteen



Cleaning Workshop

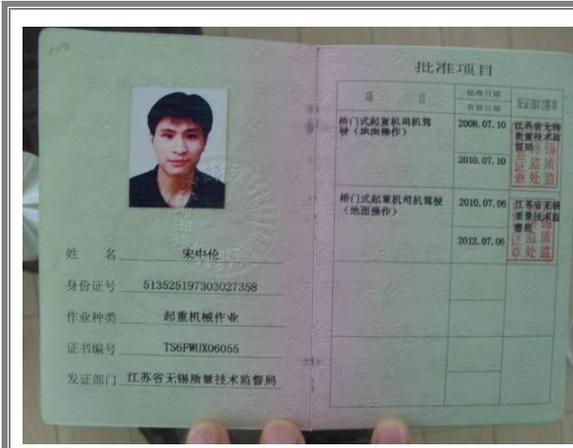
姓名	工号	部门	日期	1	2	3	4
张利军	14	生产部	2010-12-20	07:23	11:01	11:53	16:30
张利军	15	生产部	2010-12-20	07:23	11:29	11:58	16:30
张利军	13	生产部	2010-12-20	07:22	11:34	11:58	16:32
张利军	41	生产部	2010-12-20	07:27	11:25	11:58	16:30
张利军	4	生产部	2010-12-20	07:25	11:08	11:58	16:37
张利军	32	生产部	2010-12-20	07:29	11:11	11:54	16:30
张利军	52	生产部	2010-12-20	07:25	11:38	11:58	16:30
张利军	66	生产部	2010-12-20	07:26	11:02	11:52	16:31
张利军	78	生产部	2010-12-20	07:22	11:19	11:54	16:35
张利军	102	生产部	2010-12-20	07:21	11:00	11:56	16:33
张利军	103	生产部	2010-12-20	07:25	11:01	11:51	16:36
张利军	69	生产部	2010-12-20	07:21	11:13	11:54	16:37
张利军	11	生产部	2010-12-20	07:27	11:11	11:52	16:38
张利军	89	生产部	2010-12-20	07:29	11:29	11:53	16:32
张利军	25	生产部	2010-12-20	07:20	11:25	11:53	16:30
张利军	58	生产部	2010-12-20	07:23	11:17	11:58	16:30
张利军	59	生产部	2010-12-20	07:29	11:08	11:58	16:31
张利军	17	生产部	2010-12-20	07:23	11:25	11:57	16:30
张利军	19	生产部	2010-12-20	07:22	11:21	11:53	16:38
张利军	30	生产部	2010-12-20	07:25	11:04	11:56	16:30
张利军	29	生产部	2010-12-20	07:22	11:30	11:58	16:39
张利军	10	生产部	2010-12-20	07:30	11:27	11:50	16:32

Computer Working Hour System



Crane

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Crane Operator Certificate



Edging Workshop



Electrician Certificate



Emergency Light And Emergency Exit Was Installed



Finger Print Machine



Finished Workshop

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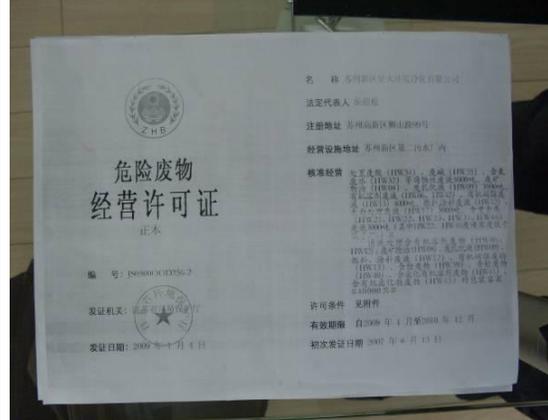
Fire Drill Photo



First Aider Box



First Aider Certificate



Hazardous Waste Operation Permit



Packaging Workshop



PPE Signs Posted

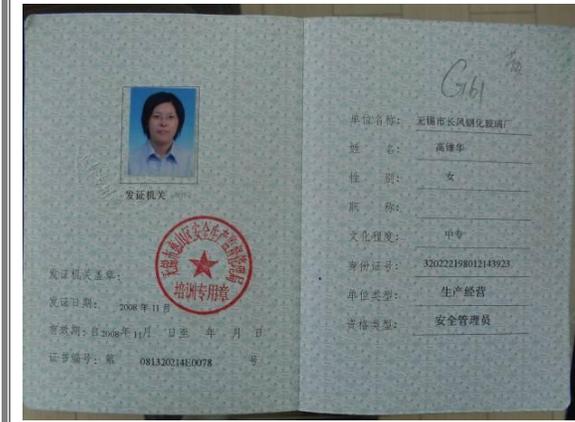
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PPE Worn



Production Record



Safety Officer Certificate



Sanitary Certificate

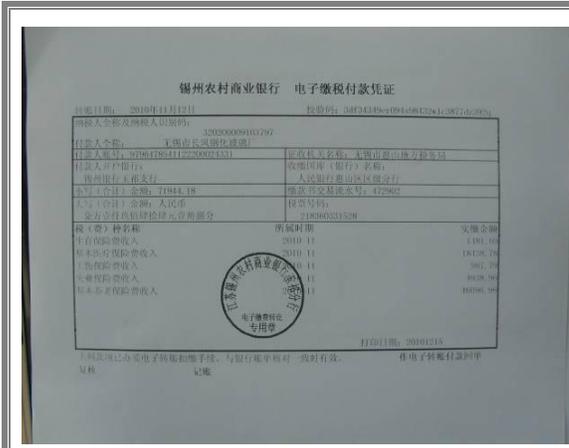


Scribing Workshop



Silk-screen Workshop

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Social Insurance Payment Receipt



Tempering Workshop



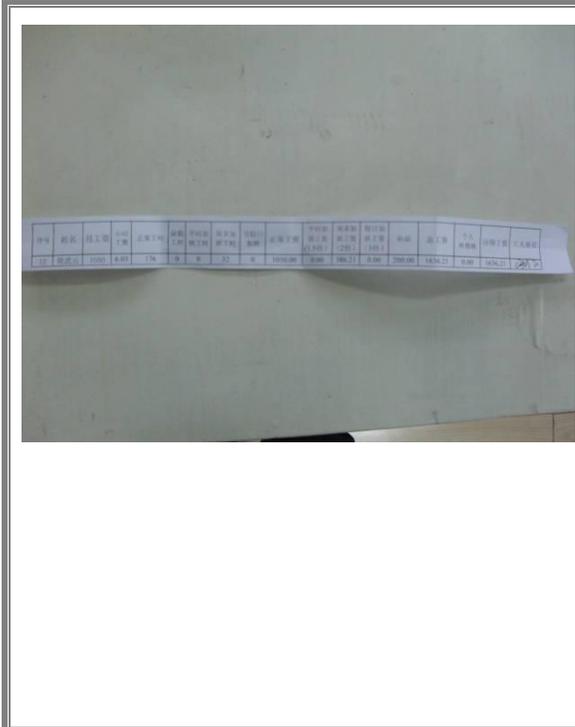
Toilet

无锡市长风玻璃厂薪资表10年11月份

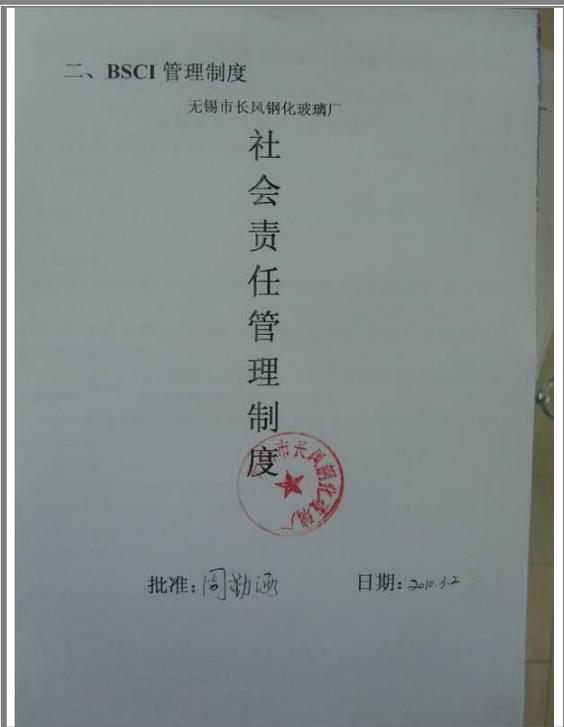
序号	姓名	月工资	加班	补贴	年终奖	其他	合计	扣款	实发	个税	备注
1	王强	3000	0	0	0	0	3000	0	3000	0	
2	李华	2500	0	0	0	0	2500	0	2500	0	
3	张明	3500	0	0	0	0	3500	0	3500	0	
4	赵刚	4000	0	0	0	0	4000	0	4000	0	
5	孙伟	3200	0	0	0	0	3200	0	3200	0	
6	周志	2800	0	0	0	0	2800	0	2800	0	
7	吴昊	3800	0	0	0	0	3800	0	3800	0	
8	郑宇	4500	0	0	0	0	4500	0	4500	0	
9	王强	3000	0	0	0	0	3000	0	3000	0	
10	李华	2500	0	0	0	0	2500	0	2500	0	
11	张明	3500	0	0	0	0	3500	0	3500	0	
12	赵刚	4000	0	0	0	0	4000	0	4000	0	
13	孙伟	3200	0	0	0	0	3200	0	3200	0	
14	周志	2800	0	0	0	0	2800	0	2800	0	
15	吴昊	3800	0	0	0	0	3800	0	3800	0	
16	郑宇	4500	0	0	0	0	4500	0	4500	0	
17	王强	3000	0	0	0	0	3000	0	3000	0	
18	李华	2500	0	0	0	0	2500	0	2500	0	
19	张明	3500	0	0	0	0	3500	0	3500	0	
20	赵刚	4000	0	0	0	0	4000	0	4000	0	
21	孙伟	3200	0	0	0	0	3200	0	3200	0	
22	周志	2800	0	0	0	0	2800	0	2800	0	
23	吴昊	3800	0	0	0	0	3800	0	3800	0	
24	郑宇	4500	0	0	0	0	4500	0	4500	0	
25	王强	3000	0	0	0	0	3000	0	3000	0	
26	李华	2500	0	0	0	0	2500	0	2500	0	
27	张明	3500	0	0	0	0	3500	0	3500	0	
28	赵刚	4000	0	0	0	0	4000	0	4000	0	
29	孙伟	3200	0	0	0	0	3200	0	3200	0	
30	周志	2800	0	0	0	0	2800	0	2800	0	
31	吴昊	3800	0	0	0	0	3800	0	3800	0	
32	郑宇	4500	0	0	0	0	4500	0	4500	0	
33	王强	3000	0	0	0	0	3000	0	3000	0	
34	李华	2500	0	0	0	0	2500	0	2500	0	
35	张明	3500	0	0	0	0	3500	0	3500	0	
36	赵刚	4000	0	0	0	0	4000	0	4000	0	
37	孙伟	3200	0	0	0	0	3200	0	3200	0	
38	周志	2800	0	0	0	0	2800	0	2800	0	
39	吴昊	3800	0	0	0	0	3800	0	3800	0	
40	郑宇	4500	0	0	0	0	4500	0	4500	0	

Wage Compensation

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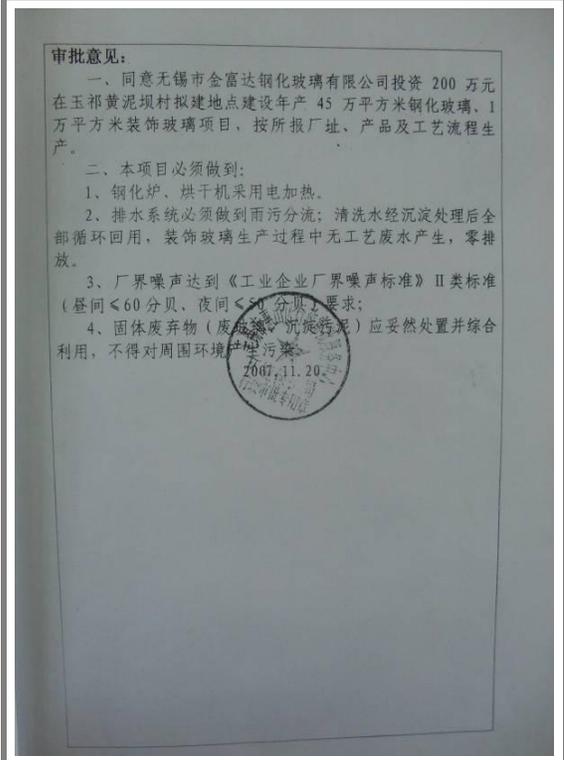
Wage Slip



BSCI Social Written Policy

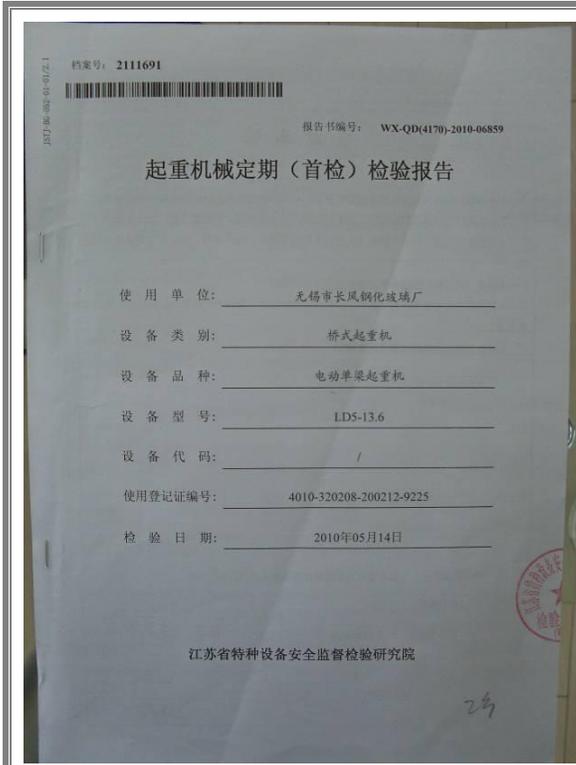


BSCI Written Commitment

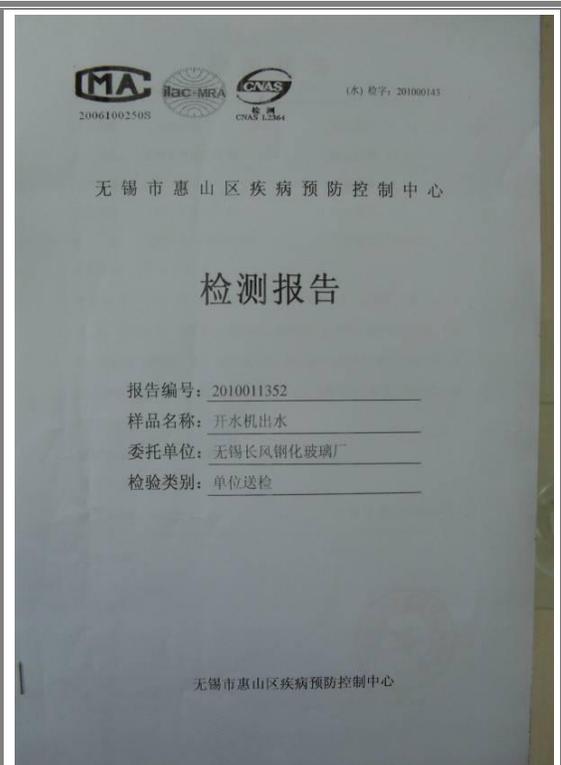


Construction Environment Project Impact Approval

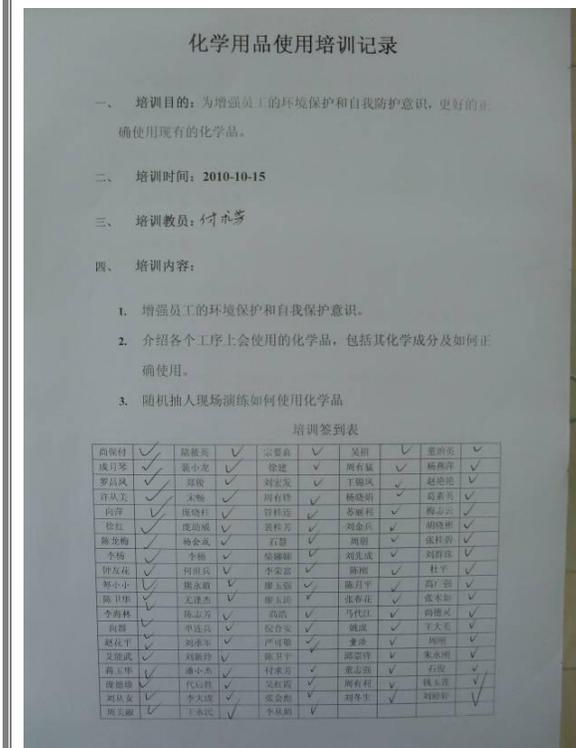
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Crane Inspection Report



Drinkable Water Inspection Report



EHS Training

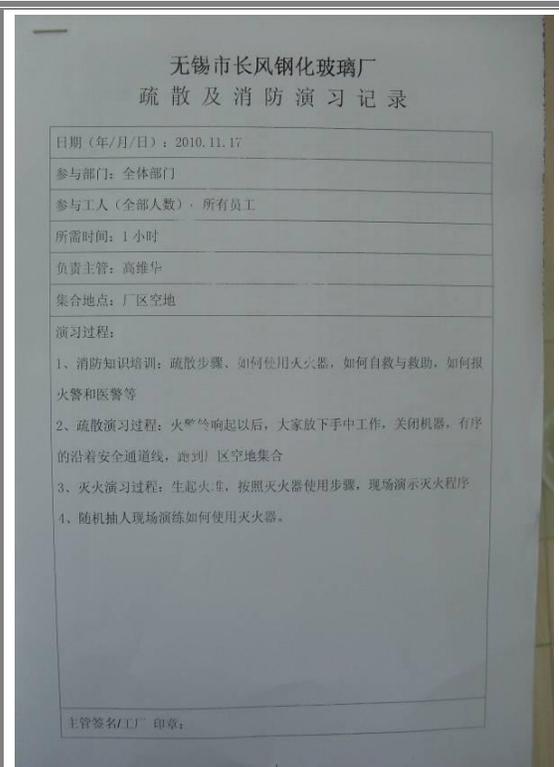


Fire Alarm System

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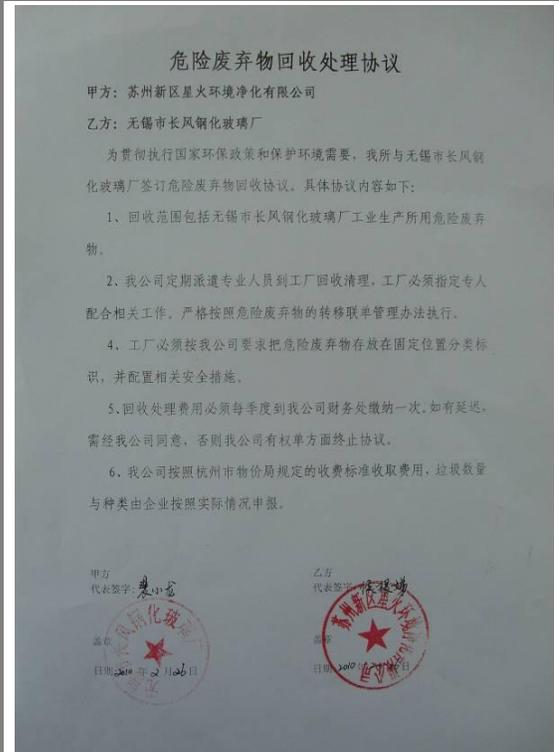
Fire Extinguisher



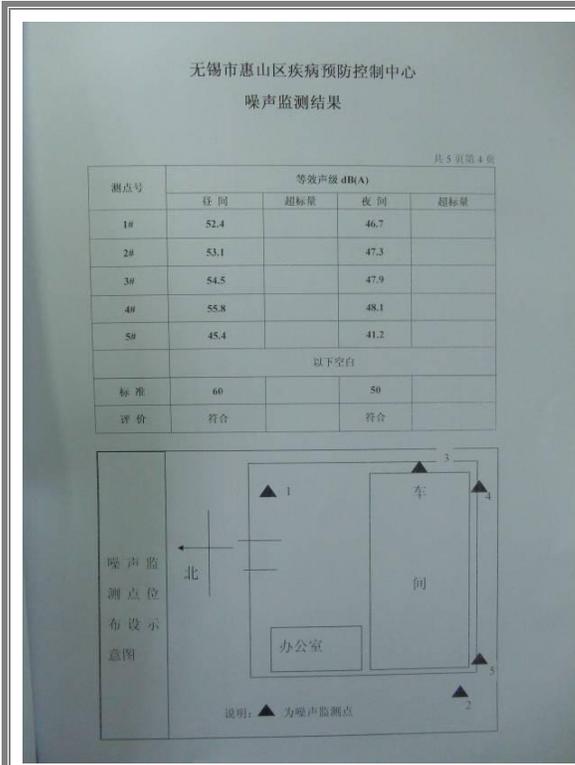
Fire Drill Record



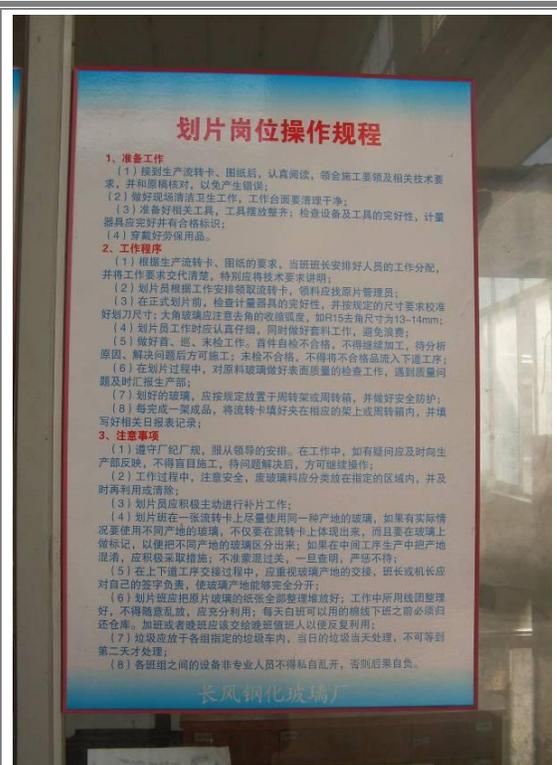
First Aid Service Agreement



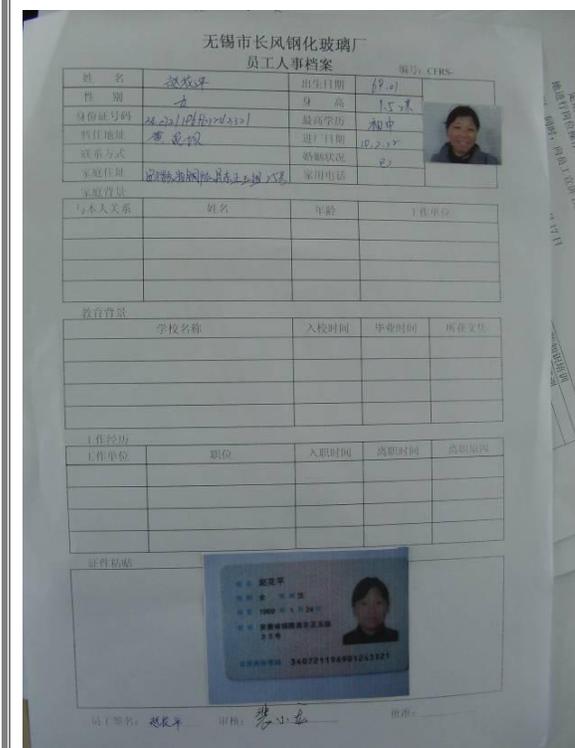
Hazardous Waste Disposal Agreement



Noise Inspection Report



Operation Instruction



Personal Information



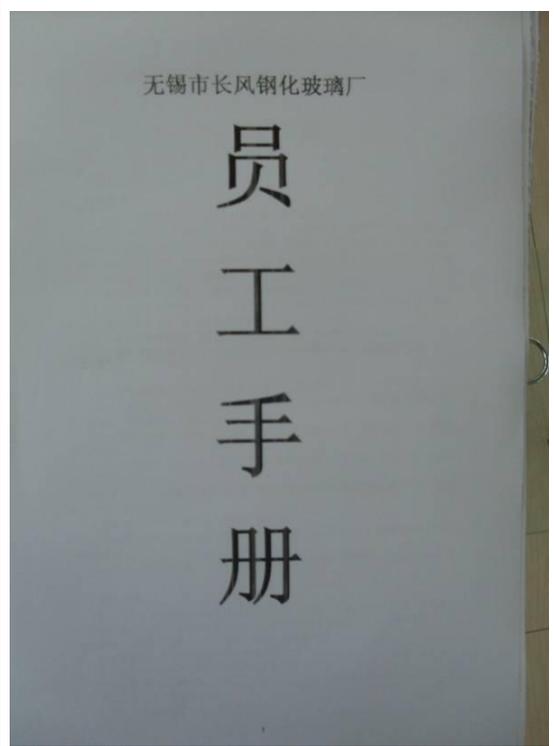
Purified Water

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Social Requirement Communication

Suggestion Box



Work Type Risk Assessment

Worker Rules

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Social Insurance Payment Compliance Letter

Non-Conformances Found:



**Door Of Canteen Couldn't Open Outside
(B.11.7d)**



**Partly Chemicals Stored Were Not Provided
Second Container(B.13.2)**

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Fire Extinguisher Was Put Higher(B.11.5d)



Gas Container (B.2.15)

-- The End--