



# BSCI Audit Summary Report

**NAME OF THE PRODUCER : KIM POTTERY CO., LTD - PHUONG KIM THANH PTE**

**DBID : 334871**

**DATE OF THE AUDIT : 02/01/2015**

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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform.

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### Producer Information

Name of producer :	Kim Pottery Co., Ltd - PHUONG KIM THANH PTE		
DBID number :	334871		
Audit ID :	25599		
Address :	No.9, DX6-TH, 5th area, Tan Hoa hamlet, Tan Vinh Hiep ward, Tan Uyen, Binh Duong, Viet Nam,NA		
Province :	Binh Duong	Country :	Vietnam
Management Representative :	Mr. Dung - Vice Director		
Contact person:	Hoang Xuan Tinh		
Sector :	Non-Food	Industry Type :	Others
Product group :	Others	Product Type :	Ceramics

### Audit Details

Type of audit :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Re-Audit		
Sub type of audit :	<input type="checkbox"/> Combined audit	<input type="checkbox"/> Special investigation- RUC	<input type="checkbox"/> Special investigation- Other	<input type="checkbox"/> Unannounced/ Semiannounced
Audit date :	02/01/2015	Audit Duration :	1.500	
Audit methodology :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Primary Production		
Auditing Company :	SGS			
Auditing Company Branch :	SGS VIETNAM			
Auditing company address :	Ho Chi Minh City,,,			
Lead Auditor Name(SA8000 Certificate Number) :	Hai Le (A8578)			
Team Member Name(SA8000 Certificate Number) :				

### Audit Results for Part B tier I

Total Score Part B tier I:	<input type="checkbox"/> Good	<input checked="" type="checkbox"/> Improvements Needed	<input type="checkbox"/> Non-Compliant
Total Number of deviations in crucial questions :	0 / 35		
Agreed date for closing the Corrective Action Plan ( If applicable ) :	02/03/2015		
Contingencies to be reported :	<input type="checkbox"/> Aborted	<input type="checkbox"/> Partially Conducted	<input type="checkbox"/> Combined With Other Systems
	<input type="checkbox"/> Desktop Review	<input type="checkbox"/> Others	

### Audit Results for Part B tier II (Only relevant if Primary Production Methodology is used)

Please refer to section "Sampled Units Tier II" and "Audit Sample CAP B"

Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

## Audit Master Data Part A

For more details of the company, see complete Master Data in the on-line Audit Report

General information on the Producer			
Name of producer :	Kim Pottery Co., Ltd - PHUONG KIM THANH PTE		
Address :	No.9, DX6-TH, 5th area, Tan Hoa hamlet, Tan Vinh Hiep ward, Tan Uyen, Binh Duong, Viet Nam,NA		
Year of foundation :	2005		
Legal status :	Private company		
Turnover (in euros) :	1200000.000		
Main contact person :	Hoang Xuan Tinh		
Language spoken :	Vietnamese		
Valid GlobalG.A.P Certificate :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Other Social audit :	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Social audit name :	COC by SGS

## Auditors' notes

### Producer's background

Kim Pottery Co., Ltd - PHUONG KIM THANH PTE was formerly established in 2005 with business license No. 3700621142. it is located at the address at No.9, DX6-TH, 5th area, Tan Hoa hamlet, Tan Vinh Hiep ward, Tan Uyen Dist., Binh Duong, Viet Nam.

In view of the company, total land surface was 10,000 square meters; included 3 buildings.

The first building (2-storey) is used for office, the second and the third buildings (1-storey) is material warehouse, production, finishing warehouse. There are no dormitories and no canteen for workers.

The main products manufactured by the facility are ceramics.

Production processes included: Material, preliminary treatment, mold, print, adjusting, glazing, baking, inspection, packing.

The factory management representatives showed their co-operate attitude during the audit and they willing take corrective action for all findings.

### Chapter summary

Chapter	Chapter Summary
B.1. Management Practice	- BSCI Code of Conduct was available in place. - The company established a Social Policy that includes all BSCI social requirements and relevant national law. Mr. Dung – Vice Director has been appointed to ensure that the BSCI requirements are met irrespective of his/her other duties within the company. - There is no sub-contractor or indirect workers used by the factory. - The company established the anti-corruption/anti-bribery system for their business activities. - However, factory did not dialogue at the workplace between employees or workers' collective representatives and employers.
B.10. Health and Social Facilities	- The potable waters were provided adequately and accessibly at factory floor. - The first aid supplies were available and accessible to all areas of the facility. Total 3 workers were trained on first aid on May 8, 2014. - The personal protective equipment such as mask, hat, earplugs... were provided to employees free of charge. - There were adequate toilet rooms for male and female which were separated for male and female employees in the factory. - The factory provided health checked for all workers on Dec. 30, 2014. - There were no kitchen and canteen in place. Workers had lunch by themselves.
B.11. Occupational Health and Safety (OHS)	- The factory established Environmental Health and Safe Committee on Oct. 1, 24, 2012 with 3 members form all shifts and levels. Mr. Dung – Vice Director was appointed senior management representative. - Through documents reviewed, noted that all health and safety incidents were reported. - Employees were provided PPE such as masks, hat, used in suitable areas during the working time. - Through document reviewed, the Fire fighting team with 30 members from different sections was trained on professional fire fighting skills, including the use of fire extinguishers, by local police dept. - The fire drill was conducted for all workers on Oct. 6, 2014 with attendance of fire polices. - All workers were trained on health and safety in yearly on Sept. 30, 2014 and new workers were trained on the first day of working in the factory. - The fire fighting equipments such as fire extinguishers, fire alarm were located surround the factory and inspected in

Score Interpretation			
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Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

	monthly. - During the on-site observation, it was found that emergency exit routes were unblocked. And emergency and exits lights were installed at all exit doors. And also exit plan was posted in place. - One boiler was being used in the factory and they were also inspected by local authority in compliant with local laws. However, there were no special needs of pregnant women included in risk assessment and monitoring. The factory did not train on using chemical for workers. The chemicals at production did not have label and secondary container. The distribution, use and disposal of chemicals were not properly recorded. The anti-lighting and ground system was not installed in place.
B.12. Dormitories (if not applicable, go to B.13)	No dormitory in place
B.13. Environment	- The environmental impacts such as waste water, CO2, noise...were conducted latest in May 2014 and results complied with VN standards. - The solid, inclusive live wastes were collected daily to a separate waste room and taken out by a contracted company. - However, the factory did not sign contract with Service Company for collecting hazardous waste. There was no satisfactory evidence that company develops mechanism to ensure reduction of emission and CO2 emission.
B.2. Documentation	- Factory license was available in place for review. - All documents and records such as payroll, time records, factory rules, social benefit, labor Contract, personnel files, records of inspection machines, and records of training were provided for reviewing. - However, factory did not have documentation and necessary official approvals for construction permits. Selected 12 workers samples for review, noted that 2 out of 12 samples did not have personnel files.
B.3. Working Hours	- Time card system was used to record working hours of workers with indicated clear time in and time out of workers. - Regular working hours of office staffs and production employees were from 7:00 am to 5:00pm (with 120 minutes lunch break) and worked in one shift. Excluded security guards and drying section worked in three shifts. - Workers worked 6 days per week from Monday to Saturday. - Time and payroll records of 12 months (Dec. 2013 to Nov. 2014), production records were available for review. - Random selected time and payroll records of three months (May, Sept. and Nov. 2014) for review and 12 workers interviewed, noted that there was no Sunday working and workers worked maximum 2 overtime hours per day, 12 overtime hours per week and 24 overtime hours per month as per local law requirement.
B.4. Compensation	- In accordance with Decree 182/2013/NĐ-CP dated November 14, 2013 of the Government, requires effective from Jan. 1, 2014, the minimum wages will be 2,700,000VND per month for the factory located at this area. - At least 7% shall be additionally paid into the above minimum basic wage for trained workers. - Through documents reviewed and management, workers interviewed, it was noted that the minimum wage was applied at the factory from Jan. 1st, 2014: 2,889,000 VND per month for all workers in probation periods and workers after probation periods. - All production workers were paid on monthly rate system. Workers were paid by cash on 5th of the following month while payment period was from 1st of this month to the end of month). - Overtime hours were paid at legal rates (150% for normal day OT). In case, workers worked in Sundays were paid 200% for weekly rest day OT. - Through document reviewed and employee interviewed, there was no illegal or unreasonable deduction from employee's salary. - The factory contributed compulsory social insurance fund for all workers until Nov. 2014. - However, no detailed pay slip that was sent to seasonal employees. Some seasonal workers were not understood their wage calculation and terms of payments.
B.5.1. Child Labour	- Through employee interview, the physical appearance of all employees selected from different sections for interviewing consistent with their age documented in their personnel files. - Observations from facility tour, 12 employees interview and record review showed that no evidence of history and current child workers working at on site. The youngest employees were 18 years old in the facility.
B.5.2. Young Workers	- Through employee interview, the physical appearance of all employees selected from different sections for interviewing consistent with their age documented in their personnel files. - Observations from facility tour, 12 employees interview and record review showed that no evidence of history and current child workers working at on site. The youngest employees were 18 years old in the facility.
B.6. Forced Labour / Disciplinary Measures / Prison Labour	- Through management and workers interviewed, noted that workers were recruited directly by the company. - Through document reviewed and workers interviewed, noted that there was no deposit required by company and workers were not required to lodge their original identity card. - Workers were free to leave the factory after working hours. - No illegal deduction of workers' wages applied for disciplinary practice. - Security guards used in place were external contracted. Their tasks were normal security only, no evidence of keeping workforce under pressure. No prisoner used in place.

Score Interpretation			
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<p>B.7. Freedom of Association and Collective Bargaining</p>	<p>- There were totally 45 employees and workers working at site in which there were 9 permanent employee staffs and 36 seasonal workers. Therefore trade union was not applicable for this case. - The Collective Bargaining Agreement was established and CBA was signed between factory management (Ms. Le - Director and worker Rept. Mr. Long – Production Sup). - Suggestion boxes attached with written Complaint Procedures were posted at work places and through workers interviewed, noted that they were aware of the complaint procedure and knew how to express to their complaints. - No any other union or worker committee / organization formed in place. It was the common practice in Vietnam although the laws do not restrict it.</p>
<p>B.8. Discrimination, Harassment and Abuse</p>	<p>- No evidence of discrimination based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or politics was found. - The facility explicitly prohibited mandatory pregnancy testing as a condition of employment or continued employment. - The employees were paid of the same job and seniority with the same rate irrespective of gender, age, or other issues.</p>
<p>B.9. Working Conditions</p>	<p>- During factory tour and document verification, it was noted that working conditions of the factory was clean, hygienic and particularly controlled in good conditioned environment. - They also conducted testing the workshop environmental factors such as noise, light, dust... at least once per year, the latest time was conducted on May 12, 2014 with acceptable result.</p>

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## Part B Tier I - Overall Summary

Chapter	Full Audit Results (25599 and 02/01/2015)				
	G	IN	NC	NA	%
B.1. Management Practice	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	91.67
B.2. Documentation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	66.67
B.3. Working Hours	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.4. Compensation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	77.78
B.5.1. Child Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.5.2. Young Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.6. Forced Labour / Disciplinary Measures / Prison Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.7. Freedom of Association and Collective Bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.8. Discrimination, Harassment and Abuse	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.9. Working Conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.10. Health and Social Facilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.11. Occupational Health and Safety (OHS)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	84.62
B.12. Dormitories (if not applicable, go to B.13)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.13. Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	60.00
Total	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	89.43

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Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## In House Production Structure

Department	Function in production	Number of Workers	Number of shifts	Shift 1		Shift 2		Shift 3	
				From	To	From	To	From	To
Finances	Accounting	1	1	7:00 AM	5:00 PM				
Human Resources	Personnel - Compensation and hours	1	1	7:00 AM	5:00 PM				
Mgmt/General Admin	Management	1	1	7:00 AM	5:00 PM				
Packing	Packing products and finishing WH and material WH	12	1	7:00 AM	5:00 PM				
Production	Adjusting	5	1	7:00 AM	5:00 PM				
Production	Priliminary treatment	5	1	7:00 AM	5:00 PM				
Production	Mold	4	1	7:00 AM	5:00 PM				
Quality Control	Checking	2	1	7:00 AM	5:00 PM				
Production	Security and drying	8	3	6:00 AM	2:00 AM	2:00 AM	10:00 PM	10:00 PM	6:00 AM
Production	Glazing	6	1	7:00 AM	5:00 PM				

## In House employment Structure at the time of the audit

Total number of workers :	45		
Male		Female	
Permanent workers	5	Permanent workers	4
In management position	1	In management position	0
On probation	0	On probation	0
National migrants	0	National migrants	0
Salaried workers	26	Salaried workers	19
Temporary workers (odd jobbers)	21	Temporary workers (odd jobbers)	15
Apprentices	0	Apprentices	0
With disabilities	0	With disabilities	0
Cross-border migrants	0	Cross-border migrants	0
Production based workers	0	Production based workers	0
		Pregnant	0
		On maternity leave	0

## Outsourced structure

Unit	Function in the chain	Contact person	Business relation -ship since	Location/ Address				Distance to the company in km	Main product	Certificates and social audits (if applicable)	Number of workers	Part of the ISMS (if applicable)	Part of the audit sample
				Address	City	State	Country						
NA										0			



## Dormitories (if applicable)

No Data Available for Dormitories

## Corrective Action Plan (CAP) B Tier I

Chapters and Subchapters	Crucial	Score	CAP	Responsible Person	Deadline date
<b>B.1. Management Practice</b>					
B.1.7. Management Pactice	No	( - ) [Minus]	It was noted that factory did not dialogue at the workplace between employees or workers' collective representatives and employers. Ghi nhận nhà máy chưa đối thoại tập thể giữa công nhân và người lao động định kỳ. Local Law: In accordance with the Vietnam Labor Laws, Article 65. Conducting dialogue at the workplace requires that the Dialogue at the workplace is conducted once every 03 months periodically or at the request of one party. The employer is obliged to arrange the venue and other material conditions to ensure the dialogue at the workplace. It is recommended that factory should have dialogue at the workplace in order to share information and enhance the understanding between the employer and the employee to build the labor relations at the workplace.	Ms. Tinh	02/03/2015
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 3			
Fulfillment Percentage		91.67%			
<b>B.2. Documentation</b>					
B.2.1. Documentation	No	( - ) [Minus]	It was noted that the factory did not have documentation and necessary official approvals for construction permits. Chưa ho so ve tham dinh anh toan nha xuong truooc khi dua vao su dung. Local law: In accordance with the Decree No. 209/2004/ND-CP dated 16 Dec 2004 that construction safety certificates / acceptance inspection reports shall be available before releasing the building to use. It is recommended that the factory should have documentation and necessary official approvals for construction permits.	Ms. Tinh	02/03/2015
B.2.2. Documentation	No	( - ) [Minus]	It was noted that selected 12 workers samples for review, noted that 2 out of 12 samples did not have personnel files. 2 cong nhan khong co ho so ca nhan. Local law: Decree 03/2014/ND-CP - DETAILING A NUMBER OF ARTICLES OF THE LABOR CODE ON EMPLOYMENT, Article 7. Labor recruitment procedures and order 2. A dossier of registration for recruitment examination comprises: a/ The written registration for recruitment examination, made according to the form set by the Ministry of Labor, War Invalids and Social Affairs; b/ Copies of diplomas and certificates of professional and technical qualifications, foreign language and computing skills as required for vacant positions; c/ Health certificate prescribed by the Ministry of Health; d/ Other necessary papers prescribed by law. It is recommended that all personnel files of workers should be available for review.	Ms. Tinh	02/03/2015
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 1			
Fulfillment Percentage		66.67%			
<b>B.4. Compensation</b>					
B.4.3. Compensation	No	( - ) [Minus]	There was no detailed pay slip that was sent to seasonal employees./ Công ty chưa gửi chi tiết lương cho người lao động thời vụ khi phát lương. Local law requirement: N/A It is recommended that detailed pay slip should be made and sent to employees.	Ms. Tinh	02/03/2015
			It was noted that some seasonal workers were not understood their wage calculation and terms		

Score Interpretation	
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Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

B.4.5. Compensation	No	( - ) [Minus]	of payments. Mot so cong nhan chua hieu cach tinh luong va qui che tra luong. Local law: NA It is recommended that all workers should be understood their wage calculation and terms of of payments.	Ms. Tinh	02/03/2015
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 4			
Fulfillment Percentage		77.78%			
B.11. Occupational Health and Safety (OHS)					
B.11.1.2. Risk Assessment and Monitoring	No	( - ) [Minus]	It was noted that there were no special needs of pregnant women included in risk assessment and monitoring. Nha may chua co ban phan tich va danh gia cac moi nguy trong san xuat cho cong nhan thai san va cong nho tuoi. Local law: According to The Labor Code of Vietnam, Version 2012, Article 155, the employer should not use women workers working at night, overtime work and go far in the following cases: a) Pregnancy from 07 months or 06 months if working in upland and remote, border and island; b) The child is under 12 months old. Women workers doing heavy work during pregnancy from month 07, was moved to do lighter work or reduced hours of work every day 01 and still full pay. It is recommendation that the factory should have special needs of pregnant women included in risk assement and monitoring.	Ms. Tinh	02/03/2015
B.11.2.3. Training	No	( - ) [Minus]	It was noted that the factory did not train on using chemical for workers. Cong nhan chua duoc huan luyen su dung an toan hoa chat. Local law: According to the Vietnam Standards TCVN 5507:2002, Section 4.point 4.14. Workers at risk of exposure to hazardous chemicals must be trained and issued with safety cards covering the areas of safety, sanitation, and appropriate responses to chemical spills and other emergencies. It is recommended that the factory should train on using chemical for workers.	Ms. Tinh	02/03/2015
B.11.4.3. Chemicals	No	( - ) [Minus]	It was noted that chemicals at production did not have label. Hoa chat trong khu vuc san xuat chua co nhan mac. Local Law: Law on Chemical No. 06/2007/QH12, Article 27. Classification and labeling of chemicals 1. Organizations and individuals producing or importing chemicals are obliged to classify and label chemicals before using or marketing these chemicals are used or marketed. It is recommended that all chemicals should have label.	Ms. Tinh	02/03/2015
B.11.4.4. Chemicals	No	( - ) [Minus]	It was noted that chemicals production were not stored in secondary container. Hoa chat trong khu vuc san xuat chua duoc bao quan trong be chua phu. Local Law: In accordance with Articles 21& 34 of the Law on Chemical, the storage and preservation of hazardous chemicals in chemical production or trading Production or business organizations and individuals that store or preserve hazardous chemicals must satisfy the following requirements: 1. Satisfying the conditions on safety distance and safety techniques in chemical storage and preservation; It is recommended that all chemicals should be stored in the secondary container.	Ms. Tinh	02/03/2015
B.11.4.6. Chemicals	No	( - ) [Minus]	It was noted that distribution, use and disposal of chemicals were not properly recorded. Chua co so theo doi rac thai nguy hai. Local law: Circular 12/2006/TT-BTNMT of the Ministry of Nuratual Resources and Environment requires the disposal of hazardous waste shall be recorded at place generate. It is recommended that distribution, use and disposal of chemicals should be properly recorded. It is recommended that distribution, use and disposal of chemicals should be properly recorded.	Ms. Tinh	02/03/2015

## Score Interpretation

Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

B.11.6.2. Electricity	No	( - ) [Minus]	It was noted that the anti-lighting and ground system was not installed in place. Chưa có hệ thống tiếp nối đất và chống sét trong nhà máy. Local law: TCVN 9358:2012 Article 11.3. b) For anti-lighting and ground system installed in dangerous areas that must be inspected at least 1 time/year. It is recommended that the anti-lighting and ground system should be installed in place.	Ms. Tinh	02/03/2015
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 6			
Fulfillment Percentage		84.62%			
<b>B.13. Environment</b>					
B.13.2. Environment	No	( - ) [Minus]	It was noted that the factory did not sign contract with service company for collecting hazardous waste. Công ty chưa ký hợp đồng xử lý rác nguy hại. Local law: Circular of Ministry of Resource and Environment No. 12/2011/TT-BTNMT dated 14 Apr 2011, Article 25, Point 7. If having no environmental protection works to treat their hazardous wastes by themselves, to sign contracts on delivery of hazardous wastes to organizations or individuals licensed to manage hazardous wastes with an appropriate operation area and list of hazardous wastes they are licensed to management. It is recommended that the factory should sign contract with service company for collecting hazardous waste.	Ms. Tinh	02/03/2015
B.13.5. Environment	No	( - ) [Minus]	It was noted that there was no satisfactory evidence that company develops mechanism to ensure reduction of emission and CO2 emission. Local law: NA - BSCI Code (B.13.5) It is recommended that factory should develop mechanism to ensure reduction of emission and CO2 emission.	Ms. Tinh	02/03/2015
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		60.00%			
<b>Total Audit Results for Part B Tier I</b>					
Total Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Total number of deviations in crucial questions		0 of 35			
Overall fulfillment percentage		89.43%			

Score Interpretation	
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Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## Part C: Audit Findings

Chapter
C.1. Policy
C.2. Planning and Implementation
C.3. Management Review
C.4. Control of Subcontractors / Suppliers / Sub-suppliers
C.5. Control of Homeworkers
C.6. Compensation
C.7. Child Labour
C.8. Outside Communication
Total

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## Workers Interview Sheet

Workers Interview Sheet			
Workers	Male workers number	Female workers number	% of the total workforce
Total	6	6	26.67
Workers aged < 18 years interviewed	0	0	0.00
Apprentices interviewed	0	0	0.00
Disabled persons interviewed	0	0	0.00
Full time workers interviewed	3	3	13.33
Part time workers interviewed	3	3	13.33
Seasonal workers interviewed	0	0	0.00
Migrant workers interviewed	0	0	0.00
Pregnant workers interviewed		0	0.00

Interview methods used	number (how many)
Number of Individual interviews conducted	4
# of people interviewed in Group(s)	8
# of Interviews conducted on site	12
# of Interviews conducted off site	0
Was an interpreter used?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Language(s) used for worker interviews	Vietnameses

No. of interview	Essentials (If the number of rows is not enough, please add pages as needed and include with the attachments).
1	Individual interview (4 workers): Through individual worker interview during the factory tour, at office room, noted that the youngest worker is 18 years old. Through employee interviewed, all selected employees said that they could leave once their shift ended; they were free enough to get access to the potable drinking water and the toilets. All selected employees said that they worked overtime voluntarily without any enforcement, pressure. There was no force or discrimination in place. Workers confirmed that they were trained on H&S regulation by factory in yearly.
2	Group interview (8 workers in 2 groups): No discriminate against in hiring and employment practices, including salary, benefits, advancement, discipline, termination or retirement, on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion or disability. All of employees said that they were trained on factory regulation, health and safety in yearly. They were provided PPE such as mask...without charge. They can go out freely for reason of drinking or going to toilet. They confirmed that there was no any strike during last 02 years. Most of workers said that they were not hurt/ injured during working in factory.

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## Child and Young Workers Record Sheet

Child and Young Workers Record Sheet								
Please only complete this table if you have children (anyone below the national minimum age) or young workers (anyone below the national minimum age but below 18 years of age) in your company								
Name	Birthday(dd/mm/yyyy)	Attending school?	Working start date(dd/mm/yyyy)	Department he/she works in	working time schedule (From)	working time schedule (To)	Average working hours per week	Comments
NA		Yes					0.000	

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## Overall Producer Pictures



External photo(s) of the production unit(s)  
DSCN8568.JPG



Photo of the inside of the main production hall  
DSCN8571.JPG



Photo of the inside of the main production hall  
DSCN8577.JPG



Photo first aid facilities  
DSCN8592.JPG



Photo of the inside of the main production hall  
DSCN8576.JPG



Photo of the inside of the main production hall  
DSCN8585.JPG



Photo of Chemical Storage Room (if applicable)  
DSCN8581.JPG



Photo of the inside of the main production hall  
DSCN8596.JPG



Photo of the inside of the main production hall  
DSCN8572.JPG



Photo of the inside of the main production hall  
DSCN8578.JPG



Photo of the inside of the main production hall  
DSCN8573.JPG



Photo of the Personal Protection Equipments (if applicable)  
DSCN8580.JPG



