



BSCI Audit Summary Report

NAME OF THE PRODUCER : JIANGXI JIANGRONG INDUSTRIAL CO., LTD

DBID : 335493

DATE OF THE AUDIT : 10/09/2014

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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 :	Jiangxi Jiangrong Industrial Co., Ltd		
DBID number :	335493		
Audit ID :	21335		
Address :	No. 1001, Second Chuangxin Road, Changdong Town, New & high-tech District, Nanchang		
Province :	Jiangxi	Country :	China
Management Representative :	Mr. Zhou SHIdong-GM		
Contact person:	Mrs. Luyan		
Sector :	Non-Food	Industry Type :	Textiles, clothing, leather
Product group :	Apparel	Product Type :	

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 :	10/09/2014	Audit Duration :	1.500	
Audit methodology :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Primary Production		
Auditing Company :	HKQAA			
Auditing Company Branch :				
Auditing company address :	19/F., K. Wah Centre, 191 Java Road,,,			
Lead Auditor Name(SA8000 Certificate Number) :	Toby Song (AD10525)			
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) :	31/12/2014		
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 :	Jiangxi Jiangrong Industrial Co., Ltd		
Address :	No. 1001, Second Chuangxin Road, Changdong Town, New & high-tech District, Nanchang		
Year of foundation :	2011		
Legal status :	Private		
Turnover (in euros) :	8000000.000		
Main contact person :	Mrs. Luyan		
Language spoken :	Chinese		
Valid GlobalG.A.P Certificate :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Other Social audit :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Social audit name :	N/A

Auditors' notes

Producer's background

- 1/ There are total 96 employees include 14 male and 82 female in the factory.
- 2/ Factory manufactured the Woven garments.
- 3/ No canteen or dormitory was provided to employees.

Chapter summary

Chapter	Chapter Summary
B.1. Management Practice	There are total 96 employees in the factory. The factory used one 4-storey production building. The main production processes includes cutting, sewing, ironing, checking and packaging. The product was clothes.
B.10. Health and Social Facilities	No evidence showed that company provided transportation to workers.
B.3. Working Hours	Normal working hours: 8:00-12:00, 13:00-17:00. IC card system was used to record the attendance. Time records from September 2013 to September 2014 were reviewed by sampling. According to provided attendance records, maximum overtime hours were 10 hours per week and 36 hours per month, maximum consecutive working days was 6 days. Through worker interviews, it was confirmed that workers worked overtime voluntarily.
B.4. Compensation	Payrolls from August 2013 to July 2014 were reviewed by sampling. Local legal minimum wage was RMB1,230 per month. As shown in the payrolls, wage for workers was calculated by monthly rate and the minimum wage was RMB 1,390/month. Wages were paid in cash before 30 days after the end of the calculation period. The social insurance was provided to all employees.
B.5.1. Child Labour	No evidence showed that child labor or young workers was hired by the factory.
B.5.2. Young Workers	No evidence showed that child labor or young workers was hired by the factory.
B.6. Forced Labour / Disciplinary Measures / Prison Labour	No evidence showed that prison labours worked in the factory.

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

Part B Tier I - Overall Summary

Chapter	Full Audit Results (21335 and 10/09/2014)				
	G	IN	NC	NA	%
B.1. Management Practice	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.2. Documentation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	50.00
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"/>	100.00
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"/>	71.43
B.10. Health and Social Facilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	87.50
B.11. Occupational Health and Safety (OHS)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	94.87
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"/>	100.00
Total	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	93.04

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

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
Services	Administration	9	1	8:00 AM	5:00 PM				
Production	Cutting, sewing, ironing, packaging	87	1	8:00 AM	5:00 PM				

In House employment Structure at the time of the audit

Total number of workers :	96		
Male		Female	
Permanent workers	14	Permanent workers	82
In management position	2	In management position	7
On probation	0	On probation	0
National migrants	0	National migrants	0
Salaried workers	14	Salaried workers	82
Temporary workers (odd jobbers)	0	Temporary workers (odd jobbers)	0
Apprentices	0	Apprentices	0
With disabilities	0	With disabilities	0
Cross-border migrants	0	Cross-border migrants	1
Production based workers	0	Production based workers	0
		Pregnant	0
		On maternity leave	0

Outsourced structure

No Data Available for Outsourced structure

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.2. Documentation					
B.2.1. Documentation	No	(-) [Minus]	It was noted that the assigned personnel did not obtained Guangdong Registered Safety Officer Qualification Certificate. 按照《江西省注册安全主任制度实施办法》第4条及BSCI的要求(B.2.1), 生产经营单位应按规定配备注册安全主任。 Production unit should recruit registered safety officer according to the regulations. 生产经营单位应按规定配备注册安全主任。	Mr. Zhou Shiliang	31/12/2014
B.2.2. Documentation	No	(-) [Minus]	In accordance with BSCI social requirements (B.2.19), there should be a document to describe the duties of security guards. It was noted that there was no document to describe the duties of security guards. 按照BSCI的要求(B.2.2), 应有文件描述保安人员的职责。在评估中发现, 未有文件描述保安人员的职责。 There should be a document to describe the duties of security guards. 应有文件描述保安人员的职责。	Mr. Zhou Shiliang	31/12/2014
B.2.3. Documentation	No	(-) [Minus]	In accordance with Article 8 & 17 of PRC Labor Contract Law and BSCI requirement, employer shall truthfully inform the labor compensation for employees. It was noted that 4 out of 4 selected workers' labor contracts signed which employment contract didn't confirmed the salary. 按照《中华人民共和国劳动合同法》第8条 & 17条 及 BSCI的要求(B.2.3), 工厂应如实告知员工的其劳动报酬等相关内容。在评估中发现, 4个抽样雇员中有4位员工签订的合同未注明底薪具体金额。 Employer shall truthfully inform the labor compensation for employees and define in labor contract. 工厂应如实告知雇员工资支付金额并在劳动合同上如实约定。	Mr. Zhou Shiliang	31/12/2014
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 1			
Fulfillment Percentage		50.00%			
B.9. Working Conditions					
B.9.2. Working Conditions	No	(-) [Minus]	In accordance with BSCI social requirements (B.9.2), the room temperature should be acceptable. It was noted the factory did not monitor and evaluate the room temperature. 按照BSCI的要求 (B.9.2)室内温度应该可以接受, 评估发现工厂无对室内温度进行监控和评估。 The room temperature should be acceptable. 室内温度应该可以接受。	Mr. Zhou Shiliang	31/12/2014
B.9.6. Working Conditions	No	(-) [Minus]	In accordance with BSCI social requirements (B.9.6), the production area should be clean. It was noted that there were too many miscellaneous substances in the workshops. 按照BSCI的要求 (B.9.6), 生产范围应清洁, 审核时发现, 车间太多杂物摆放。 The production area should be clean. 生产范围应清洁。	Mr. Zhou Shiliang	31/12/2014
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		71.43%			
B.10. Health and Social Facilities					
B.10.2.4. Social Facilities	No	(-) [Minus]	In accordance with BSCI social requirements (B.10.2.4), clean toilets should be provided in adequate numbers for all employees, lockable or separated by gender. It was noted that no doors were installed in the toilets. 按照BSCI(B10.2.4)的要求, 应向所有雇员提供足够而又清洁的卫生间, 可以上锁, 男女分开。 现场评估发现厕所里面蹲位没有门。 Install doors for all stalls. 给所有蹲位安装门。	Mr. Zhou Shiliang	31/12/2014
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			

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

Fulfillment Percentage		87.50%			
B.11. Occupational Health and Safety (OHS)					
B.11.6.4. Electricity	No	(-) [Minus]	1/At least two switch control panels were not covered, with wire extended out. 现场至少有2个电控开关的防护罩已脱落, 并有电线外接。The factory shall ensure that all on-site electrical control switch is in condition for safe operation with the cabinet.工厂应确保所有在现场的电控开关与柜体处于安全可用状态。2/According with BSCI social requirements (B.11.4 k), the employees working with electricity should have adequate qualification. The electrician, license was expired in Mar 2013. 按照BSCI的要求(B.11.6.4)工作涉及电力的雇员应有足够资格, 审核中发现电工证已于2013年3月过期未复审。The electrician should have adequate qualification. 电工应持有有效证件上岗。	Mr. Zhou Shiliang	31/12/2014
B.11.8.1. Escape Routes and Emergency Exits	No	(-) [Minus]	It was noted that escape routes were not conspicuously marked on 1F warehouse area. 现场观察发现所有车间的逃生路线没有显著地標示, 位于1楼仓库。Escape routes conspicuously should be marked. 逃生路线应显著地標示。	Mr. Zhou Shiliang	31/12/2014
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 6			
Fulfillment Percentage		94.87%			
Total Audit Results for Part B Tier I					
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		93.04%			

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

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	2	4	6.25
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	2	4	6.25
Part time workers interviewed	0	0	0.00
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	3
# of people interviewed in Group(s)	3
# of Interviews conducted on site	6
# 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	Chinese

No. of interview	Essentials (If the number of rows is not enough, please add pages as needed and include with the attachments).
1	Female; sewing section; working in the factory since Feb. 2014; Signed labour contract with the factory; work shift from 8:00 to 12:00 and 13:00 to 17:00; Saturdays overtime work conducted about 8 hrs; no Sundays overtime work conducted; Join in the evacuation and fire drills. No dormitory. Salayr is by cash way 30th day per month.
2	Male; checking section; Signed labour contract with the factory and had a copy of contract; paid on 30th day per month; no deductions; no deposits; no delay payment.
3	Female; checking section; Signed labour contract with the factory; wages were calculated by monthly wage, at least RMB 1390 per month; as per the employee interviews; if overtime conducted on Monday to Friday, the wage was 150%, for work on Saturday and Sunday, the wage was 200%; no dormitory and canteen provided; feel good in the factory.
4	One male; two female; cutting and sewing; Signed labour contract with the factory; wages were calculated by monthly wage, at least RMB 1390 per month; as per the employee interviews; if overtime conducted on Monday to Friday, the wage was 150%, for work on Saturday and Sunday, the wage was 200%; no dormitory and canteen provided; feel good in the 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

No Data Available for >Child and Young Workers Record Sheet

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

No Photos Available