

Monitoring summary report for Nantong Sonice Safety Products Co.,Ltd

MONITORING ID: 24-0294175



Monitored Party Nantong Sonice Safety Products Co.,Ltd	amfori ID 156-059290-000	Address Shuangyi Venture Park 6#102 Workshop , No.118, Huanghe Road, Rudong Economic Development Zone, Rudong County, Nantong City, Jiangsu Province, China , Nantong, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ALGI HOLDING COMPANY LLC
Monitoring Start Date 03/12/2024	Closing Meeting Finished Date 10/12/2024	Submission Date 10/12/2024
Expiration Date 10/12/2025	Announcement Type Semi Announced	
Site Nantong Sonice Safety Products Co.,Ltd	Site amfori ID 156-059290-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	

PA 5: Fair Remuneration	C	
PA 6: Decent Working Hours	D	
PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	C	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Julia Liu, APSCA registration No. CSCA21702014.

Name of team auditor: N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): NA.

Monitoring partner name: ALGI China

Audit schedule details: The audit was planned for 1 auditor x 1 onsite day. The full audit (Semi announced) was conducted on December 3, 2024.

Business partner information: Nantong Sonice Safety Products Co.,Ltd (Local name: 南通索娜斯安全用品有限公司, Unified Social Credit Code: 91320623MAD5G3M948) was located at Shuangyi Venture Park 6#102 Workshop , No.118, Huanghe Road, Rudong Economic Development Zone, Rudong County, Nantong City, Jiangsu Province, China. The factory was established in 2023. The factory was specialized in the manufacturing of gloves. Main production activities were knitting, serger, inspection and packing. Dipping, sewing and silk screen printing processes were sub-contracted to Nantong Litebang Safety Products Co.,Ltd (南通立特邦安全用品有限公司).

Audited location information:

The factory used middle of the 1st floor (102 workshop) of one 6-storey building (about 1600 square meters) as office, workshop, warehouse. Details as below:

1st floor was used as warehouse; interlayer of 1st floor was used as office, workshop and warehouse.

No canteen, kitchen, dormitory or transportation was provided in the factory.

The factory rented building from landlord, rent contract was provided for review. Other areas were rented by other factories, no production, workers, machines etc. were shared with other factories.

Operating shifts and hours: As per management interview, peak season in the factory was not obvious during the past year. Normal working days were from Monday to Friday. One shift for all workers, 08:00-12:00, 13:00-17:00. Workers worked overtime voluntarily for up to 2 hours on weekdays and for up to 8 hours on Saturdays if production needed. All workers could enjoy 1 day off per 7 days.

Time recording system: The factory used fingerprint attendance system to record all employees' working time. During the current audit, attendance records from November 2023 to audit day were provided for review, and 5 workers attendance records were sampled, sampled months were January 2024 (random month), March 2024 (random month) and October 2024 (last paid month).

Salary payment details: Based on documents review and management interview, it was noted that all employees in the factory were paid by hourly rate. Wages were paid on around 20th of each following month by cash, and last paid month was October 2024. During the current audit, payroll records from November 2023 to October 2024 were provided for review, and the sample size and sampled months were the same as attendance records.

Worker number information:

1. Total 8 employees (including 5 production workers and 3 non-production workers) worked in the factory.
2. 1 male and 4 females were production workers.
3. No domestic migrant workers worked in the factory. No young workers, child labor, disabilities, Pregnant, suckling period workers worked in the factory during audit.
4. No interns, apprentices, contractor workers etc. worked in the factory during the audit.

Good practices: Nil.

Worker organization details: There was no Trade Union or worker committee available in the factory, but there was 1 workers' representative freely elected by workers.

Circumstances: Mr. Ma Weixing / General Manager, Ms. Cheng Hairong/Worker representative attended the opening and closing meetings. The opening meeting started at 08:00 on December 3, 2024, and the closing meeting ended at 17:00 on December 3, 2024. The factory management and worker (representative) showed a positive attitude to this audit during

the whole process. At the end of the audit, all the findings were accepted by the audited factory.

The special circumstances can be classified as followed: No special circumstances were noted during this audit.

Summary of findings:

PA1

1.1 The factory did not set up a fully effective management system.

1.4 The factory established procedure on workforce planning, but it was not running effectively, which led to excessive overtime hours.

PA2

2.2 The factory established the long-term goals to protect workers, but did not review the targets periodically.

2.4 Some interviewed workers did not clearly know the BSCI principles.

PA5

5.4 The factory did not establish the procedure to calculate local living wages, but some sampled workers' wages for regular working time were lower than local living wage.

5.5 Insufficient social insurance.

PA6

6.2 Overtime exceeded legal law requirement.

PA7

7.1 Non-compliances with Health and Safety local law and regulations and the goods were stored against the walls.

7.3 Occupational hazardous factor monitoring and occupational health examination were insufficient.

7.5 The duration of the trainings is not included in the training records.

7.8 The factory did not post the information about first aiders in workshops for workers.

PA12

12.2 The factory has not fully implemented procedure documents to ensure compliance with environment protection law and regulations.

12.3 The factory did not conduct the fixed pollution source discharge registration.

12.5 The factory did not have proper identification of water resources around the factory area, and did not keep statistics on the amount of water used.

Living wage calculation:

1. The local legal minimum wage standard was CNY2070 per month (or equal to CNY11.9 per hour) before January 1,2024, and CNY 2260 per month (or equal to CNY12.99 per hour) since January 1,2024.

2. #LivingWage: [The audited factory was located in Nantong, which cannot be found on the GLWC website. So the auditor used the basic living wage CNY3324.97, which was manually collected and calculated by the auditor through Anker's methodology. The living wage calculation technique used by the auditor is to be inquired the resident consumption parameters published on the local government's public website and yearbook. Afterwards, there are calculated the relevant data of local living wage according to the proportion of Anker methodology of the key parameters. Relevant data comes from the website or yearbook data published by the local government. BLW calculation manually collected by the auditor is uploaded as part of the report attachments.]

Precautions taken about #COVID-19 in the facility: Not Applicable.

Remark:

1. The factory did not have government waiver or agency, and there was also no CBA in the factory, therefore, it caused that relevant document required under the attachment of the report was not applicable.

2. Some uploaded attachments (such as wage records and time records) involve employees' personal information, which is protected. This is to comply with the requirements of the Personal Information Protection Law of the People's Republic of China and GDPR.

SITE DETAILS

Site

Nantong Sonice Safety Products Co.,Ltd

Site amfori ID

156-059290-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods
Sub Industry		
Textiles		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	8	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	3,100	Monthly
Calculated living wage in local currency	3,324.97	Monthly
Total sample	5	Workers

Other Metrics

Male workers	3	Workers
Female workers	5	Workers
Non-binary workers	0	Workers
Permanent workers - Male	3	Workers
Permanent workers - Female	5	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	2	Workers
Management - Female	1	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	3	Workers
Workers hired directly - Female	5	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	1	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Nantong Sonice Safety Products Co.,Ltd | Site amfori ID: 156-059290-001

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

ENGLISH

LOCAL LANGUAGE

Finding

1.1 As per documents review, onsite observation, interview of management and workers, the factory established social compliance procedures such as wage and benefits management procedure, working hour management procedure, health and safety management procedure, protection of environment procedure to implement amfori BSCI Code of Conduct. But the factory did not have a systematic planning on compliance and supervision, some non-compliance issues were detected regarding management system, workers involvement and protection, fair remuneration, decent working hours, occupational health and safety, protection of environment. Details please refer to Performance Areas 1, 2, 5, 6, 7, 12. The factory management claimed that they will improve the whole management system. The question is rated as partially because the factory had established management system to comply with amfori BSCI Code of Conduct but not implemented effectively in some performance areas. This is partially in compliance with requirements of BSCI CoC.

1.1 根据文件审核，现场观察，管理层和工人访谈，工厂有建立社会责任程序文件如工资福利程序，工作时间管理程序，健康安全程序和保护环境程序去执行amfori BSCI的行为准则。但是在遵守和监督方面没有系统的规划，因为在此次审核中，发现了关于管理系统，员工参与和保护，公平报酬、体面劳动时间、职业健康与安全，环境保护的问题。具体请参见区域1、2、5、6、7、12。管理人员表示他们将完善管理体系。该问题被评为部分符合，因为工厂有建立社会责任管理体系以符合amfori BSCI行为准则，但由于管理体系不够完善以至于工厂在部分绩效领域存在缺失。这部分符合BSCI CoC。

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

ENGLISH

LOCAL LANGUAGE

Finding

1.4 As per documents review, onsite observation, interview of management and workers, the factory established production cost and capacity planning procedures, but the capacity assessment was insufficient, which led all 5 sampled workers' monthly overtime in excess of maximum 36 hours per month in the three sampled months (January 2024, March 2024, October 2024). The monthly overtime was up to 80 hours. Please refer to the

1.4 根据文件审核，现场观察，管理层和工人访谈，虽然工厂建立了生产成本和产能规划程序，但没有进行有效的产能评估，导致所有抽样的5名员工在抽样的3个月（2024年1月，2024年3月，2024年10月）月加班超过法规36小时的要求。最大月加班时间达到80小时。具体请参考发现点6.2。工厂管理人员解释说他们知道月加班时间的法定限制，由于人力成本高，加班问题很难在短时间内解决。这个问题的评级为不符合要求因为所有抽样员工的月加班

Finding

finding of 6.2 for details. The management stated that they were aware of the legal limit of monthly overtime, the overtime issue could not be solved in a short time due to the high cost of manpower. The question is rated as no because all sampled workers' monthly overtime exceeded law requirement. This is not in compliance with requirements of PRC Labor Law article 41.

超过法律要求。这不符合《中华人民共和国劳动法》第41条。

PA 2: Workers Involvement and Protection

Site: Nantong Sonice Safety Products Co.,Ltd | Site amfori ID: 156-059290-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

2.2 As per documents review, interview of management and workers, it was noted that the factory established the long-term goals to protect workers, but did not review the targets periodically. The question is rated as partially because the factory had long-term goals to protect workers, but lack of review regularly. This is partially in compliance with requirements of BSCI CoC.

2.2 根据文件审核，管理层和员工访谈，审核发现工厂建立了保护员工的长期目标，但没有定期审阅目标符合状况。这个问题的评级为部分不符合要求是因为工厂有建立保护员工的长期目标，但缺乏定期审查。这部分符合BSCI CoC。

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

ENGLISH

LOCAL LANGUAGE

Finding

2.4 As per documents review, onsite observation, interview of management and workers, the factory posted the amfori BSCI Code of Conduct publicly in workshop, provided amfori BSCI training to all employees, but 2 out of 5 interviewed workers did not clearly know the BSCI principles, such as Worker Involvement and Protection, Young Worker Protection, Ethical Business Behavior. The question is rated as partially because the factory established the training system, but the training effect was insufficient. This is partially in compliance with requirements of BSCI CoC.

2.4 根据文件审核，现场观察，管理层和工人访谈，工厂已经在车间张贴了amfori BSCI行为准则，并且为员工提供了amfori BSCI行为准则的培训，但访谈的5名员工中2名不清楚 amfori BSCI的原则，例如工人参与与保护，未成年工的保护和道德的商业行为。这个问题的评级为部分不符合要求是因为工厂建立了培训制度，但培训效果不足。这部分符合BSCI CoC。

PA 5: Fair Remuneration

Site: Nantong Sonice Safety Products Co.,Ltd | Site amfori ID: 156-059290-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

LOCAL LANGUAGE

Finding

5.4 As per documents review, interview of management and workers, the factory was not aware of local living wage and did not establish the procedure to calculate local living wage. So the auditor used the calculated basic living wage which was calculated by the auditor through Anker's methodology based on the data from local government. 4 out of 5 sampled workers' wages for regular working time were CNY3100-CNY3300 per month in October 2024 (last paid month), March 2024 (random month) and January 2024 (random month), which was lower than local living wage (CNY3324.97 per month). Remark: All sampled workers' wages were above the legal wage standards. The management stated that they would take action as soon as possible. The question is rated as no because the factory living wage system is not perfect, most of sampled workers wages for regular working time were lower than local living wage. This is not in compliance with the requirements of BSCI CoC.

5.4 根据文件审核，管理层和工人访谈，工厂不了解当地生活工资，也没有建立程序来计算当地生活工资。所以审核员使用的基本生活工资是由审核员通过恩格尔的方法根据地方政府的数据计算出来的。通过查阅5名抽样员工中4人在2024年10月（最近工资发放月），2024年3月（随机月），2024年1月（随机月）的正常工作时间的工资为每月3100-3300元，低于当地生活工资3324.97元。备注：所有抽样员工的工资都高于当地法定的工资标准。工厂管理人员解释说将尽快改善。这个问题的评级为完全不符合要求是因为工厂生活工资制度不完善，且大多数抽样员工的正常工作时间的工资低于生活工资。这不符合BSCI CoC。

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

LOCAL LANGUAGE

Finding

5.5 As per documents review, onsite observation, interview of management and workers, insufficient social insurance participated. There was total 8 employees of the factory, 1 retired employee, no newly joined employee, no temporary employee and dispatched employee in the factory. The factory did not provide accident insurance, unemployment insurance, retirement insurance, medical insurance and maternity insurance for any employees. No social insurance waiver was provided. The factory provided the commercial accident insurance for all employees (valid date was from October 30,2024 to October 29,2025). Known from management

5.5 根据文件审核，现场观察，管理层和工人访谈，社会保险参保不足。工厂有8人，1名退休工人，0名新进工人，没有临时工人和派遣工人。工厂没有给工人购买工伤保险，失业保险，养老保险，医疗保险和生育保险。工厂没有社保批文。工厂为所有员工购买商业意外险（有效期：2024年10月30日-2025年10月29日）。通过管理层访谈和工人访谈，工人不参加社会保险的原因是他们在家乡购买了农村养老保险，不能再重复购买社会保险。这个问题评级为完全不符合的原因是因为社保参保率低于80%。这不符合《中华人民共和国劳动法》第72、73条的要求。

Finding

interview and workers interview, the reason for workers not joining the social insurance was that they bought rural pension insurance at their hometown and could not repeat purchase social insurance. This question is rated as no because the social insurance participation rate was less than 80%. This is not in compliance with requirements of Article 72&73 of the Labor Law of the People's Republic of China.

PA 6: Decent Working Hours

Site: Nantong Sonice Safety Products Co.,Ltd | Site amfori ID: 156-059290-001

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

ENGLISH

LOCAL LANGUAGE

Finding

6.2 As per documents review, interview of workers and management, although the factory established the policy of working hour management and had system to record working hours. The working time records from November 2023 to the audit day were provided by the factory, showed that the workers' monthly overtime exceeded the legal limit of 36 hours. 5 out of 5 sampled workers monthly overtime exceeded 36 hours and were up to 64 hours in October 2024 (last paid month); 5 out of 5 sampled workers monthly overtime exceeded 36 hours and were up to 80 hours in March 2024 (random month); 5 out of 5 sampled workers monthly overtime exceeded 36 hours and were up to 70 hours in January 2024 (random month). The management confirmed the factory had set up overtime control procedure which was not implemented strictly to meet delivery. Also, the electrical attendance system had no alert function when monthly overtime exceeded limit. Interviewees stated that all overtime was voluntary and they wanted to have more overtime to get more wage. This question is rated as no because the factory did not take corrective actions when all sampled workers monthly overtime exceeded legal requirements. This is not in compliance with requirements of the PRC Labor Law article 41.

6.2 根据文件审核，管理层和工人访谈，尽管工厂建立了工作时间的管理政策和系统去记录工作时间，但根据工厂提供的2023年11月至审核当天的考勤记录，员工月加班超过法规36小时要求。2024年10月（最近工资发放月）5名员工中5人月加班超过36小时，达到64小时。2024年3月（随机月）5名员工中5人月加班超过36小时，达到80小时。2024年1月（随机月）5名员工中5人月加班超过36小时，达到70小时。工厂管理层确认工厂建立了加班控制程序但是为了满足交货期并没有去严格执行，工厂的电子考勤系统在月加班超时也没有预警功能。被访谈员工表示加班都是自愿的且想通过更多的加班来获得更多的工资。这个问题被评为完全不符合的原因是因为所有抽样员工月加班超过法律要求时工厂没有采取有效的措施。这不符合《中华人民共和国劳动法》第41条的要求。

PA 7: Occupational Health and Safety

Site: Nantong Sonice Safety Products Co.,Ltd | Site amfori ID: 156-059290-001

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

ENGLISH

LOCAL LANGUAGE

Finding

7.1 1). As per documents review, onsite observation, interview of management and workers, it was noted that the factory had set up the occupational health and safety regulations and procedures; however, the actual practice throughout the factory was not fully in compliance with requirements of local law in the parts of goods storage, occupational hazard factor test and occupational diseases examination. The management stated that they would take action as soon as possible to meet all local legal requirements.

This is partially in compliance with requirements of relevant local health and safety laws. (Please refer to question points PA7.1, PA7.3 for specific health and safety regulations.)

2). As per onsite observation and management interview, about 20% goods in workshop were stored against the wall. This is partially in compliance with the requirements of the Rules Concerning Warehouse Safety and Fire Control article 18.

The question is rated as partially because the factory complies with local regulations in most areas of health and safety.

7.1 1). 根据文件审核，现场观察，管理层和员工访谈，评估发现工厂虽然建立了职业健康安全方面的程序和相关制度，但是工厂在实际的执行过程中仍存在一些未能遵循当地法规要求的问题，例如货物靠墙，职业危害因素检测和职业健康体检。工厂管理人员解释说他们将尽快采取措施，以满足当地所有法律的要求。

这部分遵循了当地健康安全方面的法规。（具体的健康安全法规条款请参阅PA7.1, PA7.3）。

2). 根据现场观察和管理层访谈，工厂车间约20%的物品是靠墙存放。这部分符合《仓库安全和消防规则》第18条的要求。

这个问题被评为局部符合，因为该PA中的大多数问题都符合法律要求。

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH

LOCAL LANGUAGE

Finding

7.3 As per documents review, onsite observation, interview of management and workers, the factory provided workshop occupational hazard factor test report, such as noise occupational hazardous factor in knitting workshop, while it did not include dust occupational hazardous factor in knitting workshop. And the factory did not provide occupational diseases examination for workers in the workshop. The factory management explained

7.3 根据文件审核，现场观察，管理层和工人访谈，工厂提供的车间职业危害因素检测报告没有包括织造岗位的粉尘，仅有织造岗位的噪音检测。且工厂未给这些岗位工人提供职业健康体检。工厂管理层解释说他们疏忽了这点，将尽快改善。这个问题的评级为完全不符合要求是因为职业危害因素检测和职业病体检不足。这不符合《工作场所职业卫生管理规定》，第20条和《中华人民共和国职业病防治法》第35条。

Finding	
that they were negligent and that they would take action as soon as possible. The question is rated as no because occupational hazardous factor monitoring and occupational health examination were insufficient. This is not in compliance with Provisions on the Administration of Occupational Health at Work Sites, Article 20 and Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.	

Question: 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?

ENGLISH	LOCAL LANGUAGE
Finding	
7.5 As per documents review, interview of management and workers, it was noted that the factory had provided health safety training to workers regularly, the duration of the trainings is not included in the training records. The management stated that the trainer forgot to fill in the duration. The question is rated as partially because the factory established the training procedure and provided the related training for workers, but the training records were incomplete. This is partially in compliance with requirements of BSCI CoC.	7.5 根据文件审核，管理层和工人访谈，审核发现工厂定期给员工提供了健康安全的培训，但是，所有培训记录里没有培训的时长。工厂解释说培训人员忘记填写时间时长了。这个问题的评级为部分不符合要求是因为工厂建立了培训制度，同时给员工提供了相关培训，但培训记录不完整。这仅部分符合BSCI CoC。

Question: 7.8 Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures?

ENGLISH	LOCAL LANGUAGE
Finding	
7.8 As per documents review, onsite observation, interview of management and workers, it was noted that the factory did not post the information about first aiders in workshops for workers. The factory management explained that the information posted previously had fallen off, they would take action as soon as possible. The question is rated as partially because there was 1 qualified first aider in the factory, but the factory did not post the information about first aiders in workshops. This is partially in compliance with the requirements of BSCI CoC.	7.8 根据文件审核，现场观察，管理层和工人访谈，审核发现工厂没有在车间张贴急救员信息供员工了解。工厂管理层解释说之前张贴的脱落了，将尽快改善。这个问题的评级为部分不符合要求是因为工厂有1名资质的急救员，但工厂没有张贴信息在车间。这部分符合BSCI CoC。

PA 12: Protection of the Environment

Site: Nantong Sonice Safety Products Co.,Ltd | Site amfori ID: 156-059290-001

Question: 12.2 Is there satisfactory evidence that the auditee has procedures in place to ensure integration of local environmental law into the business model?

ENGLISH

LOCAL LANGUAGE

Finding

12.2 As per documents review, interview of management and workers, the factory had established environmental protection procedures according to environmental laws and regulations. However, the factory has not fully implemented procedure documents to ensure compliance with environment protection law and regulations. The factory management explained that they were negligent and they would take action as soon as possible. The question is rated as partially because the factory had an environmental system and assigned a responsible person for environmental matters. This is partially in compliance with requirements of relevant environment protection law and regulations. (Please refer to PA12.3 for specific environmental regulations).

12.2 根据文件审核，管理层和工人访谈，工厂根据环境法律法规建立了环境保护程序。然而，工厂没有完全执行程序文件，以确保符合环境保护法律法规。工厂管理层解释说，这是他们的疏忽，他们会尽快采取行动。这个问题被评为部分不符合要求是因为工厂有一个环境系统，并指定了一个负责环境事务的人。这部分符合相关环境保护法律法规的要求。(具体环保规定请参考PA12.3)。

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH

LOCAL LANGUAGE

Finding

12.3 As per documents review, onsite observation, interview of management and workers, it was noted that the factory did not conduct the fixed pollution source discharge registration. The question is rated as partially because the factory established the environment management procedure, but the fixed pollution source discharge registration was insufficient. This is partially in compliance with the requirements of Regulation on the Administration of Permitting of Pollutant Discharges, Article 24.

12.3 根据文件审核，现场观察，管理层和工人访谈，审核发现工厂没有进行固定污染源排污登记。这个问题的评级为部分不符合要求是因为工厂建立了环境管理程序，但固定污染源排污登记不足。这部分符合《排污许可管理条例》第24条。

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH

LOCAL LANGUAGE

Finding

12.5 As per documents review, onsite observation, interview of management and workers, it was noted that the factory did not have proper identification of water resources around the factory area, and did not keep statistics on the amount of water used. The management stated that they would take action as soon as possible. The question is rated as partially because the factory established the water conservation procedure and provided the training for employees. This is partially in compliance with the requirements of BSCI COC.

12.5 根据文件审核，现场观察，管理层和工人访谈，审核发现工厂没有进行周边水资源地图的识别，没有对用水量进行统计。工厂管理人员解释他们将尽快改善。这个问题的评级为部分不符合要求是因为工厂建立了节约用水的程序，并进行培训。这部分符合BSCI COC。