

Monitored Party <b>Dongguan Fitwell Headwear&amp;Bag Co., Ltd.</b>	amfori ID <b>156-025901-000</b>	Address <b>Room 401, No. 491, Zhongxin Road, Shipai Town, Dongguan City, Guangdong province, China, Dongguan, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Intertek</b>
Monitoring Start Date <b>08/04/2024</b>	Closing Meeting Finished Date <b>08/04/2024</b>	Submission Date <b>12/04/2024</b>
Expiration Date <b>12/04/2025</b>	Announcement Type <b>Fully Announced</b>	
Site <b>Dongguan Fitwell Headwear &amp; Bag Co., Ltd.</b>	Site amfori ID <b>156-025901-002</b>	

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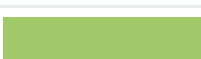

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	D	
PA 2: Workers Involvement and Protection	C	
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	<b>D</b>	
PA 7: Occupational Health and Safety	<b>B</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Spark Li; APSCA membership number: CSCA21700307

Monitoring partner name: Intertek

Audit schedule details: 1 auditor x 1 day

Announcement Type: Announced

Business partner information:

Dongguan Fitwell Headwear & Bag Co., Ltd. / 东莞市戴得舒帽袋有限公司. (Uniform Social Credit Number: 91441900314870228P) is located at Room 401, No. 491, Zhongxin Road, Shipai Town, Dongguan City, Guangdong Province, China. / 中国广东省东莞市石排镇石排中心路491号401室. The total land area occupied by the facility is about 4200 square meters. The facility had obtained the business license since September 3, 2014 and they had started their operation and relocated to the existing location since October 2022. The main products manufactured by the facility are headwear and bags. The main production processes were listed as follows: cutting, sewing, embroider, molding and packing. The production capacity was 1000000 pieces per year. The main used machines are cutting machine, sewing machine, molding machine and embroider machine.

Audited location information:

The buildings were rented from landlord.

In view of the facilities, the facility consists of whole 4/F of one 6-storey building as production floor, office and warehouse, no dormitory, kitchen or canteen was available in the facility. Details of floor information for the buildings were listed as below:

Production building with 3-storey:

1/F: Other facilities

2/F: Other facilities

3/F: Other facilities

4/F: Office, warehouse, cutting, sewing, embroider, molding and packing

5/F: Other facilities

6/F: Other facilities

Operating shifts and hours:

The attendance records from March 1, 2023 to April 8, 2024 were reviewed at this audit. Based on the provided attendance records, the employees in all departments regularly worked for 8 hours per day and 5 days per week in 1 shift. The regular working hour was from 08:00 to 18:00 with 2 hours break from 12:00 to 14:00. Employees normally worked 2 hours on normal working days and 8 hours on Saturdays. No overtime was conducted on Sundays and statutory holidays. Finger print attendance system was used for time keeping and employees should scan their fingers when they went in and out the workshop. The peak season was not obvious every year as per facility management. Based on the sampled attendance records provided by the facility, the maximum overtime hour per day were 2 hours, the maximum weekly working hours were 56 hours and the maximum consecutive working days were 6 days.

Time recording system: Finger print attendance system was used for time keeping.

Salary payment details:

The payroll records from March 2023 to February 2024 were reviewed at this audit. Employees' wages were calculated on hourly rated and piece rated basis. The lowest basic wages were RMB1914 per month, which was higher than the legal requirement. The local minimum wage was RMB1900 per month equivalent to RMB10.92 (1900/21.75/8) per hour since 1 December 2021. For overtime wages, 150%, 200% of basic wages were paid to employees for their overtime hours on normal working days and rest days respectively. There was no overtime hour on public holidays Employees were paid by cash on or before 30th of each month after the previous wage calculation cycle.

Worker number information:

A total of 37 employees including 20 production employees (7 males and 13 females) and 17 non-production employees (6 males and 11 females) are working in the facility. 6 employees (2 males and 4 females) are local employees from Guangdong province, 31 employees (11 males and 20 females) were migrant employees from Hu Nan province, Guang Xi province, Hu Bei province, Si Chuan province and Yun Nan province.

Good practices: None

Worker organization details: No labor union was established in the facility, but one committee with one worker representative was available in the facility. The worker representative was elected by all employees freely.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

PA1: Social Management System

1.1. The social management system was not implemented effectively.

1.4. The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement.

PA 2: Workers Involvement and Protection

2.2. The facility did not define the target time and the step-by-step approach toward sustainable improvements.

2.4. Employees were not clear BSCI requirements.

PA 5: Fair Remuneration

5.4. The facility management did not understand the living wage of local area and did not know how to evaluate and calculate the living wage.

5.5. Insufficient social insurance participated in the facility.

PA 6: Decent Working Hours

6.2. Monthly overtime hours exceeded legal limited.

PA 7: Occupational Health and Safety

7.1.

7.1.1. The facility needs to enhance health and safety system.

7.1.2. No pre job or post job occupational diseases examination for these employees exposed to occupational hazards was provided by the facility.

7.1.3. No training records or certificate of safety production knowledge and management skill of the principal in charge and the person for the management of work safety.

7.2. Insufficient injury insurance participated in the facility.

7.17. Insufficient safety guard equipped for sewing machines.

7.24. The facility did not conduct evaluation on occupational hazard factor.

Living wage calculation:

#LivingWage: Anker methodology is used for Living Wage calculation by auditing company.

Remark:

For uploading document:

1) Contractor license/permit is not applicable because no contractor is used by the auditee.

2) Agency labor contract is not applicable because no agency is used by the auditee.

3) Government waivers are not applicable because no waiver is obtained by the auditee.

4) Collective bargaining agreements are not available because no collective bargaining agreements have been signed.

2. According to Classified management directory of environmental impact assessment of construction projects (2021), the facility was released from obtain Environment document includes EIA document, EIA approval and EPCA. So no environment related document was uploaded.

3. During this audit, it was noted that there were many facilities with independent business licenses in the same building. As per facility management, these facilities were separated with the auditee in production, personnel and finance, the other facilities had separate business licenses and management, and there was no employees' cross utilize between auditee and other facilities. The other facilities did not allowed auditor to view the business licenses or conduct site tour. According to employees' interview, they said that they did not go to the other facilities to work and did not see the employees from the other facilities working in the audited facility. This audit only covered the area of the auditee.

SITE DETAILS

Site

Dongguan Fitwell Headwear & Bag Co., Ltd.

Site amfori ID

156-025901-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## METRICS

### Key Metrics

Total workforce	37	Workers
Legal minimum wage in local currency	1,900	Monthly
Lowest wage paid for regular work at the site	1,914	Monthly
Calculated living wage in local currency	2,065.09	Monthly
Total sample	8	Workers

### Other Metrics

Male workers	13	Workers
Female workers	24	Workers
Non-binary workers	0	Workers
Permanent workers - Male	13	Workers
Permanent workers - Female	24	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	1	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	11	Workers
Domestic migrant workers - Female	20	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	13	Workers
Workers hired directly - Female	24	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	4	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

## FINDINGS

### PA1: Social Management System

Site: Dongguan Fitwell Headwear & Bag Co., Ltd. | Site amfori ID: 156-025901-002

**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  
The facility had monitored social compliance performance for significant business partner. However, the defect of the management system effectiveness resulted in the issues on PA2, PA5, PA6, PA7 and management system. The question was scored partial because the most PAs were respect the requirement of BSCI code of conduct. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System.

1.1  
企业已经监控其重要商业伙伴的社会责任表现情况。但是，管理体系有效性存在缺失以致于企业在PA2, PA5, PA6, PA7以及管理系统上有问题。此问题评级为部分符合是因为大多数的PA符合了BSCI行为准则的要求。  
这个问题违反了BSCI行为守则中的社会责任管理系统原则。

**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  
The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. This checkpoint was rated as "No" due to cascade effect of overtime hours exceeding the local law requirement. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System.

1.4  
受审核方的劳动力没有被正确安排以满足客人订单的期望，因为员工加班时间超出了法律的规定，具体参考检查点6.2。这个检查点判定“不符合”是因为存在加班超过法规要求的关联项。  
这个问题违反了BSCI行为守则中的社会责任管理系统原则。

### PA 2: Workers Involvement and Protection

Site: Dongguan Fitwell Headwear & Bag Co., Ltd. | Site amfori ID: 156-025901-002

**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	
<p>2.2</p> <p>Through document review, it was noted that though the facility had established the target of social responsibility according to the local law and BSCI Code of Conduct, however, the facility did not define the target time and the step-by-step approach toward sustainable improvements. The question was scored partial because only target time and the step-by-step approach toward sustainable improvements had not been defined, but the target of social responsibility had been established.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.</p>	<p>2.2</p> <p>工厂虽然有制定社会责任目标，但是没有目标时间及如何逐步达到该目标的机制。此问题评级为部分符合是因为只有目标时间及如何逐步达到该目标的机制没有定义，但是社会责任目标的内容已经制定。</p> <p>这个问题违反了BSCI行为守则中的员工参与和保护原则。</p>

**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	
<p>2.4</p> <p>As per document review, management and employee interview, the facility had provided BSCI specific training to employees. But through employee representative and employees interview, they were not clear BSCI requirements. This checkpoint was rated as “No” due to all interview sample employees were not clear BSCI requirements.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.</p>	<p>2.4</p> <p>通过文件审核和管理层以及员工面谈发现，企业有为员工提供BSCI培训。但是通过员工代表和员工访谈，他们不清楚BSCI的要求。这个检查点判定“不符合”是因为所有参加访谈的员工都不清楚此要求。这个问题违反了BSCI行为守则中的员工参与和保护原则。</p>

## PA 5: Fair Remuneration

Site: Dongguan Fitwell Headwear & Bag Co., Ltd. | Site amfori ID: 156-025901-002

**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	5.4

Finding	
<p>The facility representative did not calculate local basic needs wage and was not aware of basic needs wage for decent standard of living. The question was scored “No” because the facility was not calculating basic need wages.</p> <p>This finding was against amfori BSCI Code of Conduct, Principle on Fair Remuneration.</p>	<p>企业代表未计算当地员工过上体面生活的基本需求工资，也不了解当地过上体面生活的基本需求工资。此问题评级为不符合是因为企业没有计算体面生活的基本需求工资。</p> <p>这个问题违反了BSCI行为守则中的公平报酬原则。</p>

**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	
<p>5.5</p> <p>Through documentation review, auditor found that there was total 37 employees in the facility, 5 retirees hired to work again and no newly hired employee in March 2024, the facility should provide social insurance to 32 employees in March 2024. Through review social insurance documents of March 2024, only 16 employees (50%) had participated in basic endowment insurance, basic medical insurance, unemployment insurance, maternity insurance and employment injury insurance. This checkpoint was rated as “No” due to insufficient social insurance participated in the facility.</p> <p>Remark: 1) Interviewed workers who had not participated in social insurance scheme stated that they did not want to participate in social insurance; 2) No temporary and dispatch workers were used. No newly hired employee and 5 retirees were working in the facility; 3) The facility had bought Group Accident Injury Insurance for 18 employees (48%), the valid period was from March 5, 2024 to March 4, 2025.</p> <p>Law/COC: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment</p>	<p>5.5</p> <p>在文件审阅时，审核员发现企业在2024年3月总共37名员工，有5名退休返聘员工，没有新进员工。因此企业应在2024年3月为32名员工购买社会保险。通过查阅最新月份（2024年3月）的社保文件，审核员发现企业应该购买社会保险的32个员工中，只有16名员工(50%)参加养老保险，医疗保险，生育保险，失业保险和工伤保险。这个检查点判定“不符合”是因为工厂的社保参保不足够。</p> <p>备注: 1) 面谈员工中没有参加社保的人员表示她/他们不愿意参加社保; 2) 企业没有雇用临时工和劳务派遣工，企业没有新入职员工，有5名退休返聘员工; 3) 工厂为18人（48%）购买了商业团体意外险，保险周期为2024年3月5日到2025年3月4日。</p> <p>法规/行为准则：依据《中华人民共和国社会保险法》第十条，职工应当参加基本养老保险，由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险，由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险，由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险，由用人单位按照国家规定缴纳生育保险费，职工不缴纳生育保险费。</p>

### Finding

insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees.

## PA 6: Decent Working Hours

Site: Dongguan Fitwell Headwear & Bag Co., Ltd. | Site amfori ID: 156-025901-002

**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

Through document review, auditor found that the monthly overtime hours of 8 out of 8 employees were 68 hours in December 2023 (random month), the monthly overtime hours of 8 out of 8 employees were 58 hours in September 2023 (random month). This checkpoint was rated as "No" due to overtime hours exceeding the local law requirement.  
Law/COC: In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

#### 6.2

通过文件审核，审核员发现在抽取的2023年12月（随机月）的考勤中，8名随取的员工中8人的月加班时间为68小时；2023年9月（随机月）的考勤中，8名随机抽取的员工中8人的月加班时间为58小时。这个检查点判定“不符合”是因为月加班超过法规要求。  
法规/行为准则：依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

## PA 7: Occupational Health and Safety

Site: Dongguan Fitwell Headwear & Bag Co., Ltd. | Site amfori ID: 156-025901-002

**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. The facility did not effectively implement health and safety system and law requirement, detailed as the findings of PA7. This checkpoint was rated as "No" due to the facility need to enhance health and safety system.

This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.

2. During facility tour, auditor found that there was thinner used in the workshops and noise existed at embroider process. However, no pre job or post job occupational diseases examination for these employees exposed to occupational hazards was provided by the facility. This checkpoint was rated as "No" due to there was insufficient employee participate in occupational diseases examination in the facility.

Law/COC: In accordance with the PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by production safety supervision and administration department and public health administrative department under the State Council.

3. During document review, auditor found that the facility could not provide the training records or certificate of safety production knowledge and management skill of the principal in charge and the person for the management of work safety for review. This checkpoint was rated as "No" due to the facility has not obtained training records or certificate of safety production knowledge and management skill of the principal in charge and the person for the management of work safety.

Law/COC: In accordance with the Law of the PRC on Work Safety Article 24, The principal in charge and persons for the management of work safety in production and business entities have to have the knowledge about work safety and the competence for the management, which are commensurate with the production and business activities of these entities.

### 7.1

1. 企业未有效的执行法规的要求和健康安全体系，详情请见PA7的发现点。这个检查点判定“不符合”是因为企业应在健康安全体系中提高自己的表现。这个问题违反了BSCI行为守则中的职业健康和安全原则。

2. 在现场巡查时，审核员发现工厂的车间使用天那水，并且绣花工序存在噪音。但是，企业没有提供岗前和离岗职业健康检查给接触职业危害的人员。这个检查点判定“不符合”是因为企业没有安排足够的员工参加职业健康检查。

法规/行为准则：依据《中华人民共和国职业病防治法》第三十五条，对从事接触职业病危害的作业的劳动者，用人单位应当按照国务院安全生产监督管理部门、卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查，并将检查结果书面告知劳动者。

3. 在文件审核时，企业无法提供该企业安全管理人员和主要负责人的安全生产知识和管理能力培训证书供审阅。这个检查点判定“不符合”是因为企业没有获得安全管理人员和主要负责人的安全生产知识和管理能力培训证书。

法规/行为准则：依据《中华人民共和国安全生产法》第24条，生产经营单位的主要负责人和安全生产管理人员必须具备与本单位所从事的生产经营活动相应的安全生产知识和管理能力。危险物品的生产、经营、储存单位以及矿山、金属冶炼、建筑施工、道路运输单位的主要负责人和安全生产管理人员，应当由主管的负有安全生产监督管理职责的部门对其安全生产知识和管理能力考核合格。考核不得收费。危险物品的生产、储存单位以及矿山、金属冶炼单位应当有注册安全工程师从事安全生产管理工作。

**Question:** 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>7.2</p> <p>Through document review, auditor found that the facility had not purchased any injury insurance for 3 employees. This checkpoint was rated as “No” due to insufficient injury insurance participated in the facility.</p> <p>Law/COC: In accordance with the Social Insurance Law of the People’s Republic of China, Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees.</p>	<p>7.2</p> <p>通过文件审核，企业没有为3名员工购买任何工伤保险。这个检查点判定“不符合”是因为工厂的工伤保险参保不足够。</p> <p>法规/行为准则：依据《中华人民共和国社会保险法》第三十三条 职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。</p>

**Question:** 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>7.17</p> <p>During facility tour, auditor found that there was no needle guard equipped for all 20 sewing machines, there was no belt guard equipped for 12 out of 20 sewing machines. There was no eyes guard equipped for 2 out of 2 computer sewing machines. This checkpoint was rated as “No” due to the facility need to enhance machine safety system.</p> <p>Law/COC: In accordance with the National electrical equipment safety technical specification-GB19517-2009 2.3.3. Adequate measures shall be implemented to prevent anyone from touching or getting close to dangerous moving parts while the electric equipment is in normal operation, to prevent metal craps and dust from flying off, to prevent liquid and gas from overflowing, and to avoid extremely high or low temperature of the equipment’s outside.</p>	<p>7.17</p> <p>在现场巡查时，审核员发现企业使用的所有20台针车没有安装挡针器，其中12台针车无皮带轮防护罩。2台电脑车都没有安装挡眼板。这个检查点判定“不符合”是因为企业应在机器设备安全体系中提高自己的表现。</p> <p>法规/行为准则：依据《国家电气设备安全技术规范》-GB19517-2009, 2.3.3, 应采取适当的措施，避免电气设备正常使用时接触或接近危险的运动部件，避免金属屑、粉尘的飞溅，避免液体、气体的溢出，避免外壳灼热或低温。</p>

**Question:** 7.24 Is there satisfactory evidence that the auditee has chosen the location of the social facilities or workers housing to ensure occupants are not exposed to natural hazards or affected by the operational impacts of the worksite (for example noise, emissions or dust)?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
7.24	7.24

## Finding

During facility tour, auditor found that there was noise and chemical existed in the workshop. However, the facility did not conduct evaluation on occupational hazard factor. This checkpoint was rated as "No" due to occupational hazard management requirement was not execute properly.

Law/COC: In accordance with the Provisions on the Management of Workplace Occupational Hygiene Article 20, Employers with severe occupational disease hazards shall entrust an occupational health technical service agency with corresponding qualifications to conduct occupational disease hazard factor test at least once a year, and conduct assessment on current situation of occupational disease hazard at least once every three years. Employers with general occupational disease hazards shall entrust an occupational health technical service organization with corresponding qualifications to conduct occupational disease hazard factors test at least once every three years. The test and evaluation results shall be stored in the occupational health files of employers, and reported to the health authorities and be notified to the laborers.

在现场巡查时，审核员发现工厂的车间使用化学品，并且存在噪音。但是企业没有按要求进行职业危害因素检测。这个检查点判定“不符合”是因为企业的职业危害管理的要求没有妥善的执行。

法规/行为准则：依据《工作场所职业卫生管理规定》第二十条，职业病危害严重的用人单位，应当委托具有相应资质的职业卫生技术服务机构，每年至少进行一次职业病危害因素检测，每三年至少进行一次职业病危害现状评价。职业病危害一般的用人单位，应当委托具有相应资质的职业卫生技术服务机构，每三年至少进行一次职业病危害因素检测。检测、评价结果应当存入本单位职业卫生档案，并向卫生健康主管部门报告和劳动者公布。