

Monitored Party Shandong Intco Medical Products Co., Ltd.	amfori ID 156-002136-000	Address No.9888, Qiwang Road, Naoshan Industry Park, Qingzhou City, 262506 Weifang, Shandong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner APCER
Monitoring Start Date 27/05/2025	Closing Meeting Finished Date 06/06/2025	Submission Date 06/06/2025
Expiration Date 12/06/2026	Announcement Type Semi Announced	
Site Shandong Intco Medical Products Co., Ltd	Site amfori ID 156-002136-002	

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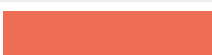
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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	B	
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	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of Lead auditor: Iris Zhang; APSCA membership number: CSCA 21704530

Monitoring partner name: APCER (Monitoring firm APSCA #: 11600046)

Audit schedule details: The audit is planned for 1 auditor x 3 days onsite.

Announcement Type: Semi Announced Follow-up Monitoring (Auditor only verified the performance areas of PA1,2,5,6,7,13 identified with findings during last full audit. All other PAs were rated as N/A in the report)

Business partner information:

Shandong Intco Medical Products Co., Ltd (Local Name: 山东英科医疗制品有限公司, Uniform Code of Social Credit:91370781561439654L) is currently located at No.9888, Qiwang Road, Naoshan Industry Park, Qingzhou, Weifang City, Shandong Province, China (Local address : 中国山东省潍坊市青州驼山工业园齐王路9888号). The factory was established in Aug 2010.

The factory is now mainly specialized in the manufacturing of disposable gloves and masks. Main processes for gloves included mixing, dipping, washing, heating, stripping, inspecting and packing. Main processes for masks including compounding, forming, cutting, ultrasonic welding, inspecting and packing. Most processes for gloves and masks were finished on production lines. No service or process was subcontracted.

As per management interview, peak season in the factory was not obvious, but the production capacity was low in Feb 2025 and Jan 2025 because of holiday of China Spring Festival.

Audited location information:

The factory owned 18 buildings for administration, warehouse and production workshops. The total building area used by the auditee was about 120,000 square meters.

The layout of the buildings were as below:

Building No.1 (1 floor, partially 3 floors): 1F_PVC plant No.1 (All processes except mixing process) . Warehouse. 2F_Office. 3F_Mixing. (NBR plant No.1 was demolished and new workshop would be built)

Building No.2 (1 floor, partially 3 floors): 1F_NBR plant No.2 (All processes except mixing process) . Warehouse. 2F_Changing room and staff room. 3F_Mixing.

Building No.3 (1 floor, partially 3 floors): 1F_NBR plant No.3 (All processes except mixing process) . Warehouse. 2F_Changing room and staff room. 3F_Mixing.

Building No.4 (1 floor, partially 2 floors): 1F_PVC plant No.2 (All processes except mixing process) . Warehouse. 2F_Mixing. Mask workshop.

Building No.5 (1 floor, partially 2 floors): 1F_PVC plant No.3 (All processes except mixing process) . Warehouse. 2F_Mixing.

Building No.6, No.7, No.8, No.9: Boiler rooms.

Building No.10, No.11: ETP facilities.

Building No.12, No.13 (1 floor) : Mould warehouse.

Building No.14: PVC powder warehouse.

Building No.15(1 floor) : Chemical warehouse.

Building No.16 (1 floor, partially 2 floors): 1F_Canteen, kitchen. 2F_Canteen.

Building No.17 (5 floors): Dormitory.

Building No.18 (6 floors): Dormitory.

No other occupants were available at the factory site.

Operating shifts and hours:

The factory provided the attendance records from Jun 2024 to the audit day for review. Based on management and worker interview, for regular working time, 548 employees had one shift and worked for 8 hours per day and 5 days per week (from Monday to Friday). Their regular working time were 8:00-11:30 and 12:30-17:00. Sometimes, they had overtime of 8 hours on Saturdays. Other employees had two shifts. The day shift was 8:00-20:00 and the night shift was 20:00-8:00. Each shift had 3 hours for meals and breaks.

Time recording system:

The factory used a face detecting system to record workers' working hours including regular working hours and overtimes.

Salary payment details:

Payroll records from Jun 2024 to Apr 2025 were provided for review, all employees were paid by hourly rate. Wages were paid by bank transfer before the 20th of each month for the preceding month. The lowest basic wage among samples was RMB11.56 / hour which was not less than the legal minimum wage standard of RMB11.55/hour (RMB2010/month). For overtime premium, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, and no overtime was arranged on public holidays.

Worker number information:

According to the roster, there were total 1626 employees (including 647 males and 979 females) in the factory, of which 1087 employees were production workers (389 males and 698 females). 33 employees were domestic migrants and all employees were hired by the factory directly. One female employee (office) was pregnant and one was on maternity leave. There was no other vulnerable worker (such as foreign migrant, young, disabled, temporary, seasonal, home-based worker) in the factory. The youngest employee was 18 years old and was born on Apr 7, 2007, and started working in the factory on Apr 9, 2025. No special group worker (such as interns, apprentices, contractor workers etc.) was found in this factory.

During this audit, 20 production employees (7 males and 13 females) and 1 female management were interviewed.

Good practices:

1. The factory provided living wage prior to the audit.
2. The auditee provided kitchen&canteen, dormitory and transportation to employees at an affordable cost.

Worker organization details:

There was no union available in the factory, but there were 7 worker representatives elected by workers on Nov 4, 2024.

Circumstances:

The management agreed the auditor to visit the whole areas of the factory and kept an open attitude during the audit. During the onsite tour, no obvious gap identified between the workforce and production capacity, and all production processes were running normally. There was no special circumstance during the audit.

Summary of findings:

The audit was basically fulfilled according to the audit plan sent prior to the audit. At the end of the audit, auditor communicated the findings in detail to factory and allowed them to ask questions and make any needed clarifications. Finally, they agreed on the findings and signed the on-site audit findings report. The performance areas needed improvements were as follows: PA 1, 2, 5, 6, 7 and 13. No other serious issue was noted in this audit.

Living wage calculation:

- a. There is no GLWC benchmark for the audited location, so the data of Living Wage in the report were provided by the auditing company. Detailed data for Living Wage calculation were filled in the report.
- b. Generally, by Anker Methodology, Net Living Wage = Cost of Basic but Decent Life for a Family / Number of Workers per Family. Based on the concept of Anker methodology, the formula "Living Wage = per capita consumption expenditure x (0.5 x avg. household size) x 1.1" is used for calculation, because "per capita consumption expenditure" covers the daily basic costs of living.
- c. In the formula, the "Number of Workers per Family" is taken granted as two because of the realistic difficulty in investigation and calculation. The data on "avg. household size" all come from The Seventh National Census report. The data of "per capita consumption expenditure" generally come from local Statistics Bureaus, because those data meet the expectations of Anker methodology, for example, the participation of local people and organizations in order to increase its credibility and acceptance by stakeholders, and transparency and detailed documentation and analysis to ensure that the living wage estimate is solid and credible.

Personal data protection:

As Personal Information Protection Law implemented in China since Nov 1, 2021, so workers' faces, names, ID numbers, contact information, brand names and logos etc. taken in the photos are protected in the sake of privacy.

Additional remark:

There was no agency, contractor or collective bargaining agreement used by the auditee, which makes these documents not applicable. Also, no government waiver was obtained currently, which makes the waiver not applicable.

SITE DETAILS

Site
Shandong Intco Medical Products Co., Ltd

Site amfori ID
156-002136-002

GICS Classification

Sector Health Care	Industry Group Health Care Equipment & Services	Industry Health Care Equipment & Supplies
Sub Industry Health Care Equipment		

amfori Process Classifications

Inspection with manual or visual quality control

Packaging / Packing and shipping

Mixing / Stirring

Molding / Moulding / Shaping / Forming (ceramic/ glass)

Heating (plastic)

Washing and cleaning

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is located in a high or extremely high water stressed region

METRICS

Key Metrics

Total workforce	1,064	Workers
Legal minimum wage in local currency	2,010	Monthly
Lowest wage paid for regular work at the site	2,010	Monthly
Calculated living wage in local currency	2,224.27	Monthly
Total sample	20	Workers

Other Metrics

Male workers	452	Workers
Female workers	612	Workers
Non-binary workers	0	Workers
Permanent workers - Male	647	Workers
Permanent workers - Female	979	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	49	Workers
Management - Female	86	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	351	Workers
Workers with night shift - Female	727	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	13	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	647	Workers
Workers hired directly - Female	979	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	1	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	1	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	7	Workers
Sample - Female	13	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Shandong Intco Medical Products Co., Ltd | Site amfori ID: 156-002136-002

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	
<p>Not Corrected</p> <p>By interviewing with management, worker representative and workers as well as documents review, factory already established the social responsibility management manual and procedures based on amfori BSCI principles and local legal requirements. Relevant laws and regulations had been collected and updated by assigned person periodically. The factory management also conducted regular internal audits and provided related training for workers. However, the management system was not operated effectively as there were findings identified in PA2, PA5, PA6, PA7, PA13 such as monthly overtime not controlled well. This question is rated as partially because the general condition in the factory is acceptable, and no serious issue was found.</p>	<p>未整改</p> <p>通过与管理层、工人代表和工人的面谈以及文件审查，工厂已经根据amfori BSCI原则和当地法律要求建立了社会责任管理手册和程序。相关法律法规由专人定期收集和更新。工厂管理层还定期进行内部审计，并为工人提供相关培训。但是，由于PA2, PA5, PA6, PA7, PA13发现存在如每月加班控制不佳等问题，管理系统没有有效运行。这个问题被评为部分符合，因为工厂的总体情况是可以接受的，没有发现严重的问题。</p>

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	
<p>New Finding</p> <p>According to interviewing with management as well as documents review, it was noted that the factory had established the workforce planning and cost accounting procedures, while they did not conduct workforce capacity evaluation, which led to employees' monthly overtime exceeded legal limits systematically. This question is rated as no because though corresponding procedures had been established but they were not effectively implemented.</p>	<p>新发现</p> <p>通过与管理层的访谈以及文件查看，审核发现工厂有建立产能规划和成本核算的程序，但没有进行产能评估，导致员工出现系统性月加班超时情况。这个问题被评为不符合的原因是虽然工厂已经建立相应程序，但并未有效的执行。</p>



PA 2: Workers Involvement and Protection

Site: Shandong Intco Medical Products Co., Ltd | Site amfori ID: 156-002136-002

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

Not Corrected

According to interviewing with management as well as documents review, it was noted that factory had set long-term of goals to protect employees as per amfori BSCI COC, while they did not monitor the achieving situation in last 12 months. And workers and worker representatives did not get involved. This question is rated as partially because long-term of goals are feasible but they have not been implemented.

未整改

通过与管理层的访谈以及文件查看，审核发现工厂已根据amfori BSCI 的行为准则制定保护工人的长期目标，但没有监控过去12个月的目标达成情况，且未让员工和员工代表参与。这个问题被评为部分符合的原因是长期目标是可行的，但并未执行。

PA 5: Fair Remuneration

Site: Shandong Intco Medical Products Co., Ltd | Site amfori ID: 156-002136-002

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

Partially Corrected

Based on management interview and documents review, the factory had assessed the local decent living wage which was RMB3355 per month. But the lowest normal wage in the factory was RMB3227/month (including basic wage, performance bonus and full attendance bonus), which was lower than the living wage data. This question is rated as partially because the factory had calculated the living wage data and it was higher than the local minimum wage standard RMB2010/month.

部分整改

基于管理层访谈和文件审查，工厂评估了当地体面生活工资为每月3355元，但工厂工人的最低正常工资为3227元/月(包含基本工资，绩效奖金，全勤奖)，低于工厂估算的生活工资。这个问题被评为部分符合的原因是工厂计算了当地生活工资，且该数据高于当地最低工资2010元/月。

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

Not Corrected

Insufficient social insurance was provided in the facility.

未整改

工厂社保参保不足。
审核当天工厂提供了从2024年6月至2025年5月的社

Finding

The factory provided social insurance receipts from Jun 2024 to May 2025 for review during the audit. According to the latest insurance receipt of May 2025 and management interview, it was noted that there were total 1626 employees (including 501 retirees, 6 new recruits, no temporary or dispatched worker) in the auditee, 1155 workers (including 71 employees who had not applied for the retirement registration though they had reached the retiring age.) were provided with social injury insurance, pension insurance, maternity insurance, unemployment insurance and medical insurance. 35 employees were not provided with social insurance. The factory also provided commercial injury insurance to all the other employees and the insurance was valid from Nov 30, 2024 to Nov 29, 2025. The facility did not obtain waiver about social insurance from the local government. This question is rated as partial because the social insurance coverage of this factory was 97%, more than 80%. (Labor Law of the People's Republic of China (2018 Amendment) Article 72 and Article 73)
Remark: The management explained that some employees participated in rural insurance at their villages. They did not want to buy the social insurance in the auditee, which was also confirmed by the employees' interview.

保缴费凭证供审核。根据最近的2025年5月的社保缴费凭证记录和管理层访谈，工厂共有员工1626人，其中有501名达到退休年龄的员工，6名新入职员工，无临时工和派遣工，有1155名员工(包含71名已达退休年龄但未办理退休手续，且继续缴纳社保的员工)被提供了工伤保险，养老保险，生育保险，失业保险和医疗保险。35名员工暂未提供社保。工厂为其他所有员工提供了商业意外险，有效期从2024年11月30日至2025年11月29日。工厂没有取得当地政府颁发的有关社保的批文。此问题被评为部分符合，因为工厂社保参保比例为97%，高于80%。(《中华人民共和国劳动法》(2018修正)第七十二条和第七十三条)
备注：管理层解释部分工人不愿购买社会保险。他们在村里购买了农村合作医疗，以上得到员工访谈的确认。

PA 6: Decent Working Hours

Site: Shandong Intco Medical Products Co., Ltd | Site amfori ID: 156-002136-002

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

New Finding
Based on the attendance records of 20 sampled workers (7 workers with only day shift and 13 workers with two shifts) from three sampled months (Apr 2025, Nov 2024, Sept 2024) provided by factory, it was noted that 5 (workers with day shift) out of 20 randomly selected workers' monthly overtime hours were 40 hours in Nov 2024, exceeding legal overtime limit: 36 hours per month. The max. monthly overtime was 40 hours. According to interview with management and

新发现
基于抽样的20名员工(7名长白班工人和13名倒班工人)在2025年4月，2024年11月和2024年9月的考勤记录发现，20名员工中5名长白班工人在2024年11月加班时间为40小时，超过法规要求的36小时。最大月加班时间为40小时。根据管理层和员工访谈，工厂加班自愿，他们希望通过加班来争取更多的工资。这个问题被评为不符合的原因是员工的月加班时间存在系统性超出法规要求的情况。(《中华人民共和国劳动法》第四十一条)
备注：

Finding	
<p>workers, overtime work in the factory was voluntary and they preferred to work overtime to earn more. This question is rated as no because employees' monthly overtime exceeds legal limits systematically in the factory. (Labor Law of the People's Republic of China, Article 41)</p> <p>Remark:</p> <p>1. In Apr 2025 and Sept 2024, the max monthly overtime hours of the workers with only day shift was 24 and 32 hours, not exceeding legal overtime limit: 36 hours per month.</p> <p>2. The comprehensive working hour system was implemented for all workers with two shifts. In the recent one period from Feb 5, 2024 to Feb 4, 2025, the workers' max total working hours was 2416 hours, not exceeding the legal limit 2432 hours.</p>	<p>1. 在2025年4月和2024年9月，长白班工人的最大月加班时间分别为24小时和32小时，未超过法规要求的最大36小时。</p> <p>2. 倒班工人均采用综合计时工时制。在最近一个综合计时周期（2024年2月5日至2025年2月4日）内，工人的最大总工时为2416小时，未超过法规要求的最大2432小时。</p>

PA 7: Occupational Health and Safety

Site: Shandong Intco Medical Products Co., Ltd | Site amfori ID: 156-002136-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>Not Corrected</p> <p>According to interviewing with management, employees' representative and employees, documents review as well as site tour, it was noted that the factory had established a complete occupational health management system, but it did not operate effectively, which resulted in the discovery of occupational health and safety issues in violation of laws or Codes in PA7. This question is rated as partially because the general condition of health and safety in the factory is acceptable and no serious issue is found.</p> <p>Remark: Please refer to 7.11 for the issue about the products storage against walls.</p>	<p>未整改</p> <p>通过与管理层、工人代表和工人的访谈，文件查看以及现场走访，审核发现工厂已经建立了完整的职业健康管理体系，但并未有效的运行，导致在PA7发现存在违反法规要求或BSCI行为准则要求的职业健康安全问题的。这个问题被评为部分符合的原因是工厂健康安全的总体状况尚可接受，没有发现严重问题。</p> <p>备注：货物靠墙堆放的问题请参考7.11.</p>

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	
<p>Not Corrected and New Finding was found</p> <p>During this audit, through onsite observation, document review, management and workers interview, it was found:</p> <ol style="list-style-type: none"> 1. The factory's safety risk assessment did not include the older workers (about 30% of the employees were over the age of retirement). 2. The factory had conducted the occupational health hazardous factors test on May 14, 2025, but had not obtained the report yet. (Workplace Occupational Health Management Regulations Article 20) <p>This question is rated as partially because the factory has established health and safety procedures. The factory also provided training to the employees, and they were aware of the risks.</p>	<p>未整改且发现新问题</p> <p>跟据文件审查，管理层访谈及员工访谈，以及现场走访，发现：</p> <ol style="list-style-type: none"> 1. 工厂的风险评估未考虑年老员工（约30%员工超过退休年龄）。 2. 工厂于2025年5月14日已进行了职业健康危害因素检测，但暂未获得报告。（《工作场所职业卫生管理规定》第二十条） <p>这个问题被评为部分符合，因为工厂有制定健康安全程序文件。工厂也给员工提供了培训，且员工知道岗位风险。</p>

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	
<p>New Finding</p> <p>Based on management interview, worker interview and document review, the factory conducted fire drill twice per year and the last one was on Nov 20, 2024, exceeding six months till now. But the factory was a key unit for fire safety. Fire drill should be conducted at least every half a year.</p> <p>This question is rated as partially because the audited factory conducted fire drills twice per year (covering day and night shift, workshop and dormitory) and provided trainings on health & safety to workers regularly. (Regulation on Fire Prevention Safety Administration of State Organs, Associations, Enterprises and Institutions (2001), Article 40)</p>	<p>新发现</p> <p>基于管理层，员工代表，员工访谈，以及文件审核，工厂每年进行两次消防演习，最近一次在2024年11月20日，距今超过半年。但工厂为消防安全重点单位，应至少每半年进行一次消防演练。</p> <p>这个问题被评为部分符合，因为工厂每年进行两次消防演习（覆盖白班及夜班，车间及宿舍），且定期向员工提供提供健康安全方面的培训。（机关、团体、企业、事业单位消防安全管理规定 第四十条）</p>

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
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Finding	
<p>New Finding</p> <p>According to interviewing with management and employees, document review as well as site tour, it was noted no safety label was available for two buckets of PU agent in the mixing area for PVC workshop. This question is rated as partially because MSDS had been posted onsite. And anti-leakage facility was installed for the lubricating oil. (Regulations on the Safety Management of Dangerous Chemicals, Article 20)</p>	<p>新发现</p> <p>通过与管理层和员工的访谈，文件查看以及现场走访，PVC配料车间两桶PU助剂无安全标签。这个问题被评为部分符合是因为润滑油处张贴了MSDS，并配备了防泄漏设施。（《危险化学品安全管理条例》第二十条）</p>

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Not Corrected</p> <p>Based on management interview, worker interview and observation, the distance of about 5% of the cartons from walls was less than 50cm. This question is rated as partially because the main evacuation routes were marked clearly. And the building used by factory was maintained in good condition, no obvious cracks were found. The fire safety certificate and construction safety certificate were also provided. (Article 18 of the Warehouse Fire Safety Management Rules)</p>	<p>未整改</p> <p>根据管理层访谈，员工访谈及现场观察，约5%的纸箱与墙的距离小于50厘米。这个问题被评为部分符合，因为主要的疏散路线已被清楚地标记。且工厂使用的建筑物维护的比较好，没有明显的裂纹被发现且提供了消防验收和竣工验收报告。（《仓库防火安全管理规则》第18条）</p>

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>New Finding</p> <p>According to interviewing with management and kitchen worker as well as site tour, it was noted that one kitchen worker did not wear a mask when he was cooking. This question is rated as partially because the kitchen workers obtained valid health certificate, and factory management conducted regular hygiene checks in the kitchen and canteen. (Food Safety Operation Standards of Catering Service (2018), Article 14.3.1.3)</p>	<p>新发现</p> <p>通过与管理层和厨工的访谈以及现场走访，发现一名厨工在做饭时没有佩戴口罩。这个问题被评为部分符合的原因是厨工均持证上岗，工厂管理层会对厨房和餐厅进行定期卫生检查。（餐饮服务食品安全操作规范（2018）14.3.1.3）</p>

PA 13: Ethical Business Behaviour

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previous Finding Corrected But New Finding Identified</p> <p>By interviewing with management, worker representative and workers as well as documents review, the factory established policies/procedures and effective mechanism on protecting personal information/privacy but did not provide the training to the person responsible for keeping personal information. This question is rated as partially because the factory established policies/ procedures on protecting personal information/ privacy.</p>	<p>上次问题已整改但发现新问题</p> <p>基于管理层，员工代表，员工访谈，以及文件审核，工厂建立了保护员工个人信息、隐私的政策程序及有效的机制。但未向相关人员提供保护员工信息的培训。这个问题被评为部分符合是因为工厂建立了保护员工个人信息、隐私的政策程序。</p>