
Auditee :	SHENZHEN ZHENGXING ADHESIVE-PRODUCT CO., LTD.
Audit Date From :	04/12/2015
Audit Date To :	05/12/2015
Expiry Date of the Audit :	04/12/2016
Auditing Company :	APCER
Auditor's Name(s) :	David Chen(Lead)
Auditing Branch (if applicable) :	



BSCI Audit Summary Report

This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
A	A	A	A	A	A	A	A	A	A	A	A	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	A	B	B	B	B	B	B	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	A	B	B	B	B	B	B	B	B	C																																	
B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	A	D	D	D	D																																	
A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	E	E	E	E	E	E	E																																	
A	A	B	B	C	D	E	E	E	E	E	E	E	E	E																																	
E	E	E	E	E	E	E	E	E	E	E	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Main Auditee Information



Name of producer :	SHENZHEN ZHENGXING ADHESIVE-PRODUCT CO., LTD.		
DBID number :	354465		
Audit ID :	40345		
Address :	No.20, East Area, Maqiao,Nanyue Village, Longgang District Shenzhen		
Province :	Guangdong	Country :	China
Management Representative :	Fang Zhengkai		
Contact person:	Zhengkai Fang	Sector :	Non-Food
Industry Type :	Others	Product group :	Others
Product Type :	TAPE		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 05/12/2016

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
C	D	A	A	B	B	B	A	A	A	A	B	B

Executive summary of audit report

Shenzhen Zhengxing Adhesive-Products Co.,Ltd. is located at No.20, East Area, Maqiao,Nanyue Village, Longgang District, Shenzhen, China and the investor from Local. The company established in 2011. A total of 97 employees including 20 female employees and 77 male employees are working in audit day in the factory. The ages ranged from 20-45 years old. There are 85 production employees (including warehouse, packing and processing) and 12 non-production employees (including office worker, sales and management person). There are 22 local employees and 75 Migrant workers. All employees are hired by the factory directly. In view of the facilities, the factory occupied about 2,500 square meters and consists of 1 of 3 storeys building for production, 3 blocks of 5 storeys building for dormitory. Currently auditee just used 1 of 5 storeys for dormitory and canteen, the canteen located in ground floor and other 2 buidling are idle in currently. The company got Fire Prevention Certification from local Fire Brigade.(深)公龙消建字【2009】验字第169号. The main products manufactured by the factory are tapes. The main production processes are listed as follows: spraying, cutting, packing. The employees work for 5 days a week in one shift. The normal working hour is from 08:00 to 17:30 for all staff, 1.5 hours for lunch break from 12:00 to 13:30, canteen and dormitory provided .Fingerprint systme are used for time keeping and every employee should scan their fingers when they go in and out the workshop. All employees' wages are calculated on hourly rated base (100% of total workers) . All of them are paid monthly and the wages paid around 7th of each month.

Ratings Summary



Auditee's background information			
Auditee's name :	SHENZHEN ZHENGXING ADHESIVE-PRODUCT CO., LTD.	Legal status :	Limited company
Auditee aliases :		Year in which the auditee was founded :	2001
Address :	No.20, East Area, Maqiao,Nanyue Village, Longgang District	Contact person (please select) :	Zhengkai Fang
Province :	Guangdong	Contact's Email :	534100795@qq.com
City :	Shenzhen	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	NA
Country :	China	Website of auditee (if applicable) :	NA
GPS coordinates :	120.528939,27.798226	Total turnover (in Euros) :	5000000.00
Sector :	Non-Food	Of which exports % :	0.95
Industry :	Others	Of which domestic market % :	0.05
If other, please specify :		Production volume :	350 million m2/month
Product Group :	Others	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	TAPE		

Auditee's employment structure at the time of the audit			
Total number of workers :	97	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	77	20	
Temporary workers	0	0	
In management positions	8	3	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	65	10	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	77	20	
Production based workers	0	0	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [40345] Audit Date: 04/12/2015 PA Score: C		
	Based on limited evidence, the main auditee does not fully respect this principle, because: 1.It was noted that the auditee has not yet mapped the social risk of its business partners, eg., Suppliers in context to respecting law and worker's rights. 被审核方尚未评估来自商业伙伴的风险, 及其对于员工的尊重。2.It was noted that the factory evaluate the level of alignment with BSCI COC of the suppliers, but the factory did require suppliers signing BSCI COC for commitment. 在评估中发现, 工厂评估了供应商如何理解和应用BSCI行为守则, 但没有要求供应商签署BSCI COC。3.It was noted that the auditee has not yet established a contingency plan for abrupt shutdown or stoppage in the work flow, if any, to ensure the effectiveness of workforce planning. 被审核方没有建立一个关于突发事件停产的意外计划来保证工作计划的有效性	31/05/2016
Remarks from Auditee:		
Performance Area 2 : Workers Involvement and Protection		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [40345] Audit Date: 04/12/2015 PA Score: D		
	Based on limited evidence, the main auditee does not fully respect this principle, because: 1.It was noted that there was no ongoing communication about requirements of social responsibility between the management and workers in past 12 months. 工厂管理层与员工之间关于社会责任的沟通过去12个月未进行了。2.It was noted that the auditee has not yet defined long-term goals in cooperation with workers and workers representatives based on BSCI code. 工厂没有与工人及工人代表一起商定关于BSCI准则长期目标。3.It was noted that the factory didn't have relevant training related to BSCI COC for staff and management person, the staff didn't know BSCI requirements clearly. 工厂没有对相关员工和管理人员进行BSCI COC的培训, 员工对BSCI的要求不是很了解。4.It was noted that the auditee has not yet provided the survey reports on the user satisfaction with its grievance procedure because the records for the grievance of past two years were all blank. 即使过去2年的申诉记录完全为空白, 被审核方也未提供关于其申诉程序的调查报告。	31/05/2016
Remarks from Auditee:		
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [40345] Audit Date: 04/12/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 4 : No Discrimination		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [40345] Audit Date: 04/12/2015 PA Score: A		
Remarks from Auditee:		

Performance Area 5 : Fair Remuneration		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [40345] Audit Date: 04/12/2015 PA Score: B		
	Based on limited evidence, the main auditee does not fully respect this principle, because: 1. Auditee did not establish calculation method for decent living wage and did not identify the gap between actual remuneration and fair remuneration. 被审核方尚未建立体面生活工资的计算方法且没有识别实际薪酬和公平薪酬的差距。	31/05/2016
Remarks from Auditee:		
Performance Area 6 : Decent Working Hours		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [40345] Audit Date: 04/12/2015 PA Score: B		
	Based on limited evidence, the main auditee does not fully respect this principle, because: It was noted that the factory did not comply with the national statutory regulations with regards to the maximum amount of monthly overtime hours. Factory monthly overtime in July, October 2015 and December 2014 for are 86, 78 and 86 hours. (The PRC Labor Law article 41) 在评估中发现, 工厂没有遵守国家法律规定的月最大加班时数规定。2015年7月, 10月和2014年12月的月加班时间均为86, 78和86小时。	31/05/2016
Remarks from Auditee:		
Performance Area 7 : Occupational Health and Safety		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [40345] Audit Date: 04/12/2015 PA Score: B		
	Based on limited evidence, the main auditee does not fully respect this principle, because: 1.It was noted that the auditee was not yet to identify the regulations on occupational health and safety relevant for its operations and communicate the same to its workforce . 被审核方没有根据其生产要求识别相关法律要求, 并且与员工沟通 2.It was noted that risk assessments did not cover the key operation such as cutting,spraying. 风险评估没有覆盖到一些关键岗位, 例如切纸,喷涂等。3.It was noted that the factory didn't provide proper masks to the staff in printing section.(the Safety Manufacturing Law article 37) 工厂没有为印刷区域的工人提供合适的口罩。4.It was noted that factory did not have safety facilities such as explosive prevention and anti-leakage for its dangerous chemical material (glue) used in the workshop. (Regulation for Safety of Dangerous Chemical article16) 车间使用的危险化学品(胶水)没有设置相应的安全设施, 如防爆和防渗漏的的设施。5.It was noted that the chemicals were stored in the workplace directly, and there were no separate storage area for the chemicals. (the Dangerous Chemical Safety Management Regulation, Article 22) 工厂的化学药品直接储存在工作场所, 没有单独的储存区。6.It was noted that current standpoint is not mentioned in the evacuation plan in warehouse. 仓库张贴的火灾和紧急疏散图没有体现当前位置。7.It was noted that no safeguards and warning notice was equipped to all spraying machines. (Safety Manufacturing Law article 29) 工厂的上胶机附近没有安装防护装置和警告标识。8.It was noted that the one staff working in the kitchen is not wearing uniform during cooking. 食堂员工在煮菜时没有穿制服。9.It was noted that in the toilets and no privacy door for every stall to protect the employees privacy. 卫生间没有安装隐私门。	31/05/2016
Remarks from Auditee:		

Performance Area 8 : No Child Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [40345] Audit Date: 04/12/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 9 : Special protection for young workers		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [40345] Audit Date: 04/12/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 10 : No Precarious Employment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [40345] Audit Date: 04/12/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 11 : No Bonded Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [40345] Audit Date: 04/12/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 12 : Protection of the Environment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [40345] Audit Date: 04/12/2015 PA Score: B		
	Based on limited evidence, the main auditee does not fully respect this principle, because: 1. It was noted that the auditee stored chemicals in open area without suitable protection. 工厂将化学品露天存放, 没有适当的保护 2. It was noted that the environmental impact assessment documents provided by factory was not examined and approved by authorized environmental protection department. (The Environmental Impact Assessment Law of the People's Republic of China article 22) 工厂提供的环境影响评价文件没有经过国家规定的环保部门的审批。	31/05/2016
Remarks from Auditee:		

Performance Area 13 : Ethical Business Behaviour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [40345] Audit Date: 04/12/2015 PA Score: B		
	Based on limited evidence, the main auditee does not fully respect this principle, because: 1.It was noted that only suppliers were considered in the procedure to the management of corruption and anti-bribery, but other business activities were not included. 工厂所建立的反腐败和反贿赂程序只考虑了供应商, 没有包括其它商业活动。2.auditee did not conducted the Ethical Business risk assessment .被审核方未进行商业道德方面的风险评估	31/05/2016
Remarks from Auditee:		

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	04/12/2015	40345	C	D	A	A	B	B	B	A	A	A	A	B	B	C

Producer Photos



Photo first aid facilities
16 first aid facilities.JPG

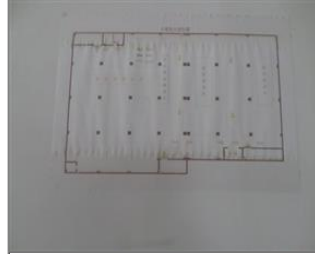


Photo of non-conformity
NC4 no you are here on the emergency plan.JPG



Photo of the dormitories (if applicable)
3 dormitory building.JPG



Photo of chemical storage room (if applicable)
23 chemical storage.JPG



Photo of non-conformity
NC5 chemical stored in open area without properly protection.JPG



External photo(s) of the production unit(s)
1 factory gate.JPG



Photo of fire safety equipment
10 fire hydrant.JPG



Photo of non-conformity
NC6 no privacy doors.JPG



External photo(s) of the production unit(s)
2 production building.JPG



Photo of fire safety equipment
11 fire extinguisher.JPG



Photo of non-conformity
NC7 kitchen staff did not worn the uniform.JPG



Photo of the personal protection equipments (if applicable)
20 PPE sign.JPG



Photo of fire safety equipment
12 emergency light and exit indicator.JPG



Photo of the code of conduct on display
22 COC display.JPG



Photo of the personal protection equipments (if applicable)
21 PPE used by employee.JPG

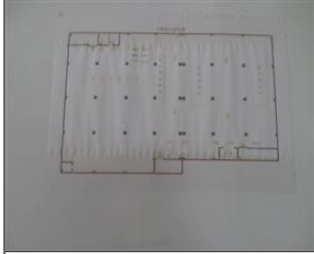


Photo of fire safety equipment
13 emergency plan.JPG



Photo of the inside of the main production hall
4 glueing.JPG



Photo of the sanitary facilities
17 toilets.JPG



Photo of fire safety equipment
14 exit rout marked.JPG



Photo of the inside of the main production hall
5 cutting.JPG



Photo of the sanitary facilities
18 The sanitary facilities.JPG



Photo of fire safety equipment
15 fire alarm.JPG



Photo of the inside of the main production hall
6 printing.JPG



Photo of the inside of the main production hall
19 potable water.JPG

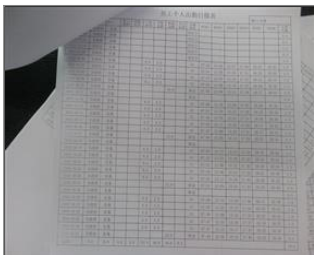


Photo of non-conformity
NC1 monthly overtime over 36 hours.JPG



Photo of the inside of the main production hall
7 packing.JPG



Photo of the inside of the main production hall
24 attendance recorder.JPG



Photo of non-conformity
NC2 workers did not worn PPE in printing workshop.JPG



Photo of the inside of the main production hall
8 finished warehouse.JPG



Photo of the inside of the main production hall
25 suggestion box.JPG



Photo of non-conformity
NC3 No safety guard and warning notice.JPG



Photo of the inside of the main production hall
9 raw materials warehouse.JPG