

Audit Corrective Action Plan (CAP) Part B BSCI Mandatory Social Requirements
审核纠正措施计划 (CAP) B 部分 BSCI 强制性的社会责任要求

	Findings and Necessary Improvements	Implementation Date 实施日期
Management Practice 管理手法	No non compliance was found 无不符合	
Documentation 文件证据	No non compliance was found 无不符合	
Working Time 工时	No non compliance was found 无不符合	
Compensation 报酬	No non compliance was found 无不符合	
Child Labour / Young Employees 童工/未成年员工	No non compliance was found 无不符合	
Forced Labour / Prisoner Labour / Disciplinary Measures 强迫劳工/囚犯劳工/惩戒措施	No non compliance was found 无不符合	
Freedom of Association and Collective Bargaining 结社自由和集体谈判	No non compliance was found 无不符合	
Discrimination 歧视	No non compliance was found 无不符合	
Working Conditions 工作条件	No non compliance was found 无不符合	
Health and Social Facilities 卫生及社会福利设施	No non compliance was found 无不符合	
Occupational	B: 11.2 c)	2012-01-31

BSCI Audit Report 社会责任审核报告	工厂名称	审核日期	DBID 号码	
	Hangzhou Futate Plastic Development Co., Ltd	December 14, 2011	---	Page 9 of 17
Health and Safety 职业健康与安全	<p>依据《中华人民共和国安全生产法》第 37 条，生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品，并监督、教育从业人员按照使用规则佩戴、使用。 发现被审核方已经提供手套给喷漆车间 10 名员工，但是 2 名员工没有正确佩戴。建议被审核方应提供相应的劳保用品给工人并监督教育工人正确使用。</p>			
Dormitories 宿舍	Not applicable			
Environment 环境	No non compliance was found 无不符合			

Date / signature / stamp Auditor

日期/签署/印章 审核员

Stinson Ben
2011/12/14

Signature / stamp Company

签署/印章



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BSCI Audit Report 社会责任 审核报告	工厂名称	审核日期	DBID 号码
	Hangzhou Fulaite Plastic Development Co., Ltd	December 14, 2011	---

Audit Corrective Action Plan (CAP) Part C Best Practice for Industry
 审核纠正措施计划 (CAP) C 部分 BSCI 社会责任要求

Policy	Findings and Necessary Improvements 审核发现以及必要的改进	Agreed 是否同意		Implement- ation Date 实施日期
		Yes 是	No 否	
方针	<p>依据 BSCI 业内最佳实践要求 C1.1, 最高管理层应向雇员解释公司有关社会责任和劳动条件的方针, 而:</p> <p>a) 当中包括承诺遵守 SA8000 标准的所有规定;</p> <p>b) 当中包括承诺遵守国家法规和其它可适用法律, 以及公司赞同的其它要求, 并确保尊重国际间的协议及其解释;</p> <p>c) 当中包括承诺持久地作出改善;</p> <p>d) 这些方针会有效地以文件记录, 落实执行, 沟通, 并且让所有人员全面掌握, 包括董事, 行政人员, 管理人员, 监督和职工, 不论是直接聘用, 合约聘用或以其它形式代表公司.</p> <p>被审核方目前尚未执行 SA8000 标准.</p> <p>建议被审核方按照 BSCI 业内最佳实践要求建立有关社会责任和劳动条件的方针.</p> <p>In accordance with BSCI Best Practice for Industry C1.1, the top management should define a company policy to their employees for social accountability and labour conditions that:</p> <p>a) includes a commitment to conform to all requirements of SA8000 Standard;</p> <p>b) includes a commitment to comply with national and other applicable law, other requirements to which the company subscribes and to respect the international instruments and their interpretation;</p> <p>c) includes a commitment to continual improvement;</p> <p>d) is effectively documented, implemented, maintained, communicated and is accessible in a comprehensible form for all personnel, including directors, executives, management, supervisors and staff, whether directly employed, contracted or otherwise representing the company.</p> <p>It was noted that the facility had not conduct its business based on SA8000 Standard.</p> <p>It is recommended that the facility top management should define its company policy to their employees for social accountability and labour conditions according to reach BSCI Best Practice for Industry requirements.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Pending

BSCI

Audit Report
社会责任审核报告

工厂名称

Hangzhou Fulate Plastic
Development Co., Ltd

审核日期

December 14,
2011

DBID 号码

Page 13 of 17

Planning and Implementation

计划和实施

依据 BSCI 业内最佳实践要求 C2.1, 公司应确保组织内各层级都明白和执行 SA8000 标准的要求, 有关方法应包括:

- a) 清楚地界定角色、责任和权力;
- b) 聘用新入职及/或临时雇员时提供培训;
- c) 为现职员工定期提供培训和提高意识的计划;
- d) 不断监察活动和成果, 以显示制度的有效性, 藉此达到公司方针和这

个标准的要求。

被审核方目前尚未执行 SA8000 标准。
建议被审核方确保组织内各层级都明白和执行 SA8000 标准的要求。

In accordance with BSCI Best Practice for Industry C2.1, the company should ensure that the requirements of the SA8000 Standard are understood

and implemented at all levels of the organisation, the methods should include, among others:

- a) clear definition of roles, responsibilities and authority;
- b) training of new and/or temporary employees upon hiring;
- c) periodic training and awareness programme for existing employees;
- d) continuous monitoring of activities and results to demonstrate the effectiveness of systems implemented to meet the company's policy and the requirements of this standard.

It was noted that the facility had not conduct its business based on SA8000 Standard.

It is recommended that the facility should ensure the requirements of the SA8000 Standard are understood and implemented at all levels of organisation with above mentioned method, but not limited to those, to reach BSCI Best Practice for Industry requirements.

Management Review

管理评审



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依据 BSCI 业内最佳实践要求 C3.1 和 C3.2, 最高管理层的定期对照 SA8000 标准的要求或公司预期的其它要求, 检讨公司的方针、程序和表现是否足够、适当和持续有效, 并对制度作出适当的修订和改善。
建议被审核方尚未执行 SA8000 标准, 故而未执行以上制度。
建议被审核方的是高层管理层定期对照 SA8000 标准的要求或公司预期的其它要求, 检讨公司的方针、程序和表现是否足够、适当和持续有效, 并对制度作出适当的修订和改善。
In accordance with BSCI Best Practice for Industry C3.1 and C3.2, top management should periodically review the adequacy, suitability, and continuing effectiveness of the company's policy, procedures and performance results vis-à-vis the requirements of the SA8000 Standard and other requirements to which the company subscribes, and amendments and improvements system where appropriate.
It was noted that due to the facility had no such policy, the factory top management could not perform mentioned job. It is recommended that top management should periodically review the adequacy, suitability, and continuing effectiveness of the company's policy, procedures and performance results vis-à-vis the requirements of the SA8000 Standard and other requirements to which the company subscribes, and amendments and improvements system where appropriate.

BSCI

Audit Report
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工厂名称

Hangzhou Futaike Plastic
Development Co., Ltd

审核日期

December 14,
2011

DBID 号码

Page 14 of 17

Control of Suppliers / Subsuppliers 供应商 / 下级供应商 的管制

依据 BSCI 业内最佳实践要求 C4.1, 公司应根据其符合 SA8000 标准的要求的能力, 建立并维持适当的程序, 去聘用分包商/供应商/下级供应商。

而发现被审核方高级管理层没有建立和维持这样的程序。

建议被审核方应建立这样的程序来满足客户的要求。

In accordance with BSCI Best Practice for Industry C4.1, the company should establish and maintain appropriate procedures to recruit subcontractors / suppliers / sub-suppliers based on their ability to meet the requirements of the SA8000 Standard.

It was noted that the top management did not establish and maintain such procedure.

It is recommended that facility should establish and maintain such procedure to meet client's requirements of this standard.

依据 BSCI 业内最佳实践要求 C4.2, 公司应保留分包商/供应商/下级供应商承诺书上社会责任的适当记录? 这些记录是否包括书面承诺, 以针对以下范围:

- a) 遵守 SA8000 标准的所有要求;
 - b) 根据要求参与公司的监察活动;
 - c) 根据 SA8000 标准的要求, 对任何违反要求的情况, 采取及时的补救和纠正行动;
 - d) 立即和完整地通知公司任何与本身分包商/供应商/下级供应商的全部相关的商业关系。
- 而发现被审核方高级管理层没有这方面的承诺。
- 建议被审核方高级管理层应保存此方面的承诺。

In accordance with BSCI Best Practice for Industry C4.2, the company should maintain appropriate records of subcontractors / suppliers / sub-suppliers commitments to social accountability, these records should include, among others, the written commitments to:

- a) conform to all requirements of the SA8000 Standard;
- b) participate in the companies monitoring activities as requested;
- c) promptly implement remedial and corrective actions to address any non conformance identified with regard to requirements of the SA8000 Standard;
- d) promptly and completely inform the company of any and all relevant business relationship(s) with own subcontractors / suppliers / sub-suppliers.

It was noted that the top management did not have such commitments.

It is recommended that top management shall maintain appropriate records of suppliers/subcontractors commitments to social accountability.

依据 BSCI 业内最佳实践要求 C4.3, 公司应建立了一个制度, 以监察分包商/供应商/下级供应商的社会责任表现是否遵照 SA8000 标准的要求。

而发现被审核方没有建立这样的制度。

建议被审核方建立这样的制度。

In accordance with BSCI Best Practice for Industry C4.3, the company should establish a system to monitor the subcontractors / suppliers / sub-suppliers social performance against the requirements of the SA8000 Standard.

It was noted that the facility did not establish such system. It is recommended that the facility should establish such system.

依据 BSCI 业内最佳实践要求 C4.4, 公司应保留合理的证据, 证明分包商/供应商/分包商能不断改进, 以达到 SA8000 标准的要求。

而发现被审核方没有提供这些证据。

建议被审核方保留相关的证据。

In accordance with BSCI Best Practice for Industry C4.4, the company should maintain reasonable evidence that the subcontractors / suppliers / sub-suppliers continuously improve conditions to meet the requirements of the SA8000 Standard.

It was noted that the facility did not have such evidences. It is recommended that top management shall maintain such evidences.



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Audit Report
社会责任审核报告

工厂名称
Hangzhou Fulaite Plastic
Development Co., Ltd

审核日期
December 14,
2011

DBID 号码

Page 15 of 17

Control of Homeworkers 家庭工的管理	不适用 Not applicable	<input type="checkbox"/>	<input type="checkbox"/>	
Compensation 报酬	None observed	<input type="checkbox"/>	<input type="checkbox"/>	Pending
Child Labour 童工	None observed	<input type="checkbox"/>	<input type="checkbox"/>	
Evasion 逃避责任	Non observed	<input type="checkbox"/>	<input type="checkbox"/>	
Outside Communication 对外沟通	<p>依据 BSCI 业内最佳实践要求 C9.1, 公司应建立和维护一套程序, 以定期与所有利益关系方就 SA8000 标准所要求的表现进行沟通, 当中包括, 但不限于, 管理检讨和监察活动的结果。</p> <p>而发现被审核方还未建立和维护以上程序。</p> <p>建议被审核方公司建立和维护一套程序, 以定期与所有利益关系方就 SA8000 标准所要求的表现进行沟通, 当中包括, 但不限于, 管理检讨和监察活动的结果。</p> <p>In accordance with BSCI Best Practice for Industry C9.1, the company should establish and maintain, procedures to communicate regularly to all interested parties data and other information regarding performance of the requirements of the SA8000 Standard, including, but not limited to, the results of management reviews and monitoring activities.</p> <p>It was noted that no such procedures were established and maintained in this facility.</p> <p>It is recommended that the facility should establish and maintain, procedures to communicate regularly to all interested parties data and other information regarding performance of the requirements of the SA8000 Standard, including, but not limited to, the results of management reviews and monitoring activities.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Pending

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日期/签署/印章 审核员

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2011/12/14

Signature / stamp Company

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