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Auditee :	<b>Guangdong Transtek Medical Electronics Co.,Ltd</b>
Audit Date From :	<b>25/12/2018</b>
Audit Date To :	<b>26/12/2018</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>TUEV SUD</b>
Auditor's Name(s) :	<b>Allan Wu, Shawn Wu(Lead)</b>
Auditing Branch (if applicable) :	<b>TUV SUD China</b>

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



Rating	A combination of ratings per Performance Area where:	Consequence
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> These are three examples: A B B B A A A A A A A B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>B</b> <b>Good</b>	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> These are three examples: A A A A A A B B B B B B B A A A A A B B B B B B B C B B B B B B B B B B C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A A C C C C A A A A A B B B B C C C D C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> These are three examples: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	A Zero Tolerance Issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.

**Main Auditee Information**



Name of producer :	Guangdong Transtek Medical Electronics Co.,Ltd		
DBID number :	365054		
Audit ID :	141088		
Address :	Zone A, No.105, Dongli Road, Torch Development District Zhongshan		
Province :	Guangdong	Country :	China
Management Representative :	Weihoa Huang		
Contact person:	Bin Zeng	Sector :	Non-Food
Industry Type :	Mechanical and electrical engineering	Product group :	Home appliances
Product Type :	Tonometer and pedometer		

**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	<input type="checkbox"/> Small Producer
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 : 26/12/2019	

**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
D	B	A	A	A	D	A	A	A	A	A	A	A

**Executive summary of audit report**

[Location and size]:  
Guangdong Transtek Medical Electronics Co.,Ltd was located at Zone A, No.105, Dongli Road, Torch Development District, Zhongshan, Guangdong, China. The facility was established on 18 July 2002 and the business license number was 914420007408365594. The occupied land area was 28,194 square meters.

[Structure of facility]:  
The factory used one 6-storey production & office building and one warehouse building (partial area of warehouse building was 6 floors and partial area of warehouse building was 3 floors). The auditee did not provide the kitchen room and only provided dining area for workers which was located on 3/F in warehouse building. The external food provider was in charge of food for employees. The external food supplier's catering service license and cook's health certificate were provided for review. No dormitory was provided to workers. The main products were tonometer and pedometer. Its main production processes were assembling and packing.

[Employee analysis]:  
There were total 546 employees at the factory including 268 males and 278 females. There was no young worker at the factory.

[Summary of working hour]:  
The auditee used fingerprint attendance records to record workers' working hours. The factory had no obvious low season or peak season. The attendance records from 1 Dec 2017 to audit day were provided for review. Auditor selected Apr 2018, Jul 2018 and Nov 2018 as samples. Three shifts were arranged for security guards (00:00~08:00; 08:00~16:00; 16:00~24:00). One shift was arranged for office employees (08:30-12:00, 13:30-18:00). One shift with 2 different on/off duty time was arranged for other employees (08:00~12:00, 13:15~17:15 or 8:00~11:45, 13:15~17:30). The normal working hours were 8 hours per day and 40 hours per week. The maximum daily overtime hours were 2 hours. The monthly overtime hours exceeded legal limit of 36 hours in sampled months. The maximum overtime hours were 44 hours in Apr 2018, 76 hours in Jul 2018 and 76 hours in Nov 2018.

[Summary of compensation]:  
The payroll records from Dec 2017 to Nov 2018 were provided for review. Auditor selected Apr 2018, Jul 2018 and Nov 2018 as samples. Workers were paid by hourly rate on or before 12th of the following month by cash. The lowest wage paid to workers was RMB1510 per month before 1 Jul 2018 and RMB1720 per month since 1 Jul 2018 which met the local minimum wage requirement. Workers were paid 150%, 200% and 300% of normal rate for overtime at weekdays, rest days and statutory holidays respectively. When no overtime was arranged at statutory holidays and normal wage was paid for workers at statutory holidays.

[Summary of interview]:  
Worker interview was conducted by individually and in group. 23 employees were sampled and no complaint was raised.

[Special scene during on site observed]:  
1. There was no collective bargaining agreement at the factory. No inconsistency was detected between attendance records and production records. Hence, related photos were not available.  
2. Social insurance of Dec 2018 covered 595 employees, there was 546 employees in the auditee on the audit day. Base on management interview and document review, besides all employees of the auditee were covered by social insurances, some employees of branch company with independent business license located at Shenzhen City were covered by the same social insurances record. Some employees' organizational affiliation and labor contracts transferred from the auditee to branch company located at Shenzhen City and their social insurances were still purchased in the auditee to date.  
3. Only one on/off duty time (8:00AM~5:15PM) was shown in auditee's production structure of DATA EVIDENCE, the other on/off duty time (8:00AM~5:30PM) was not shown there.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Guangdong Transtek Medical Electronics Co.,Ltd</b>	Legal status :	<b>Limited Company</b>
Local Name :	<b>广东乐心医疗电子股份有限公司(统一社会信用代码: 914420007408365594)</b>	Year in which the auditee was founded :	<b>2002</b>
Address :	<b>Zone A, No.105, Dongli Road, Torch Development District</b>	Contact person (please select) :	<b>Bin Zeng</b>
Province :	<b>Guangdong</b>	Contact's Email :	<b>bin.zeng@lifesense.com</b>
City :	<b>Zhongshan</b>	Auditee's official language(s) for written communications :	<b>Chinese</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>English</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>www.lifesense.com</b>
GPS coordinates :	<b>N22°33'44", E113°31'18"</b>	Total turnover (in Euros) :	<b>2547690.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>70.00</b>
Industry :	<b>Mechanical and electrical engineering</b>	Of which domestic market % :	<b>30.00</b>
If other, please specify :		Production volume :	<b>2620000 pcs per year</b>
Product Group :	<b>Home appliances</b>	Production cost calculation :	<b>No</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Tonometer and pedometer</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>546</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>268</b>	<b>278</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>7</b>	<b>6</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>19</b>	<b>28</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>179</b>	<b>207</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>268</b>	<b>278</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>9</b>	<b>0</b>	
Unionised	<b>2</b>	<b>5</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>4</b>	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 141088] Audit Date: 25/12/2018 PA Score: D

Deadline date:24/12/2019

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The auditee had established social compliance management policies and procedures to implement BSCI CoC. Internal assessment and management review have also been performed once per year. Weihua Huang (Management Representative) was responsible for BSCI management system and the auditee's BSCI management system was well maintained. The Senior Manager had a well understanding for BSCI requirements to ensure that the BSCI values and principles were well followed. The significant business partners signed social responsibility commitment letter, BSCI COC and BSCI TOI. Besides, the auditee regularly conducted social compliance assessment to significant business partners. No zero tolerance issues were found during the audit. However, gaps had been identified in the performance area.

工厂建立了社会责任管理方针和程序来执行BSCI行为准则。内审及管理评审也每年进行一次。黄伟华(管理者代表)来负责BSCI管理系统,被审核方的BSCI管理体系有很好的维护。高级管理人员对BSCI要求有很好的认识来确保遵循BSCI价值和原则。重点商业伙伴签署了社会责任承诺书、BSCI行为守则和实施条款。另外,对重要商业伙伴进行了定期的社会责任评估。审核中没有发现零容忍问题。但是,在该执行领域仍然存在差距。

- 1.1 - The auditee had established social compliance policy and procedures based on BSCI standards. However, the facility did not set up a fully effective management system to implement the BSCI Code of Conduct and some noncompliances were identified during the audit in some performance areas. For example: (1) Existing excessive monthly overtime; (2) Audit findings for health and safety etc.  
被审核方基于BSCI标准建立起了一套社会责任政策和程序。但是,被审核方未能建立一个完全有效的BSCI管理体系以执行BSCI行为守则的要求,当前审核在几个执行领域发现一些有待完善的地方。例如:(1)存在超时加班;(2)健康安全中发现问题等等。
- 1.4 - Records showed that the factory conducted capacity assessment and workers' overtime wages met legal requirement. However, factory did not provide cost calculation records for review and the monthly overtime hours of workers exceeded legal requirement.  
工厂提供了记录显示进行了产能评估,工人的加班费符合法律要求。但是,没有成本计算记录提供审核和工人的月加班时间超过当地法律规定。

**Remarks from Auditee:**

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 141088] Audit Date: 25/12/2018 PA Score: B

Deadline date:28/02/2019

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The social compliance policy and procedures were established based on BSCI standards and covered workers involvement and protection in the factory. BSCI Code of Conduct was displayed on the notice board of factory. Based on worker interview, workers knew their rights and responsibilities well. The auditee provided BSCI trainings for worker representative, managers and other decision-makers. The management and worker representatives had obtained adequate competence for their work. However, gaps had been identified in the performance area.

工厂已经基于BSCI标准建立了社会责任政策和程序,其中包含了员工参与和保护的部分。BSCI行为准则张贴在工厂的公告栏内。通过员工访谈,工人对其权利和责任理解有较好的认识。被审核方提供了BSCI方面的培训给工人代表、经理和其他决策者。管理人员和工人代表具备了足够的能力来进行他们日常工作。但是,在该执行领域仍然存在差距。

- 2.2 - The main auditee has defined long term goals to protect worker. However, workers and worker representatives were not genuinely involved in defining these goals.  
工厂建立了保护员工的长期目标。然而,工人和工人代表未真正参与到这些目标的制定。
- 2.5 - Grievance policy was established but no regular survey on the grievance procedure. In addition, the confidentiality of the employee raising grievance could not be well protected for one suggestion box was placed in the canteen without any shelter.  
工厂建立了投诉程序,但是没有对申诉程序做满意度调查。另外,员工申诉的保密性得不到足够的保障,因为工厂一个意见箱放置在食堂中,而无任何遮蔽物。

**Remarks from Auditee:**

**Performance Area 3 : The rights of Freedom of Association and Collective Bargaining**

Full Audit [Audit Id - 141088] Audit Date: 25/12/2018 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The auditee established policies to guarantee the rights of freedom of association and collective bargaining. There was trade union established at the factory in 2016. There were 2 worker representatives who were freely elected by workers in Aug 2018. Worker representatives could contact workers and communicate freely. Based on workers and worker representatives interview, they were not limited or they did not encounter other unfair treatment by the auditee on forming, joining and voting for a legal worker organization and collective bargaining.

被审核方建立起了政策以保证自由结社和集体谈判的权利。工厂在2016年成立工会。另外在2018年8月由工人自由选出2名员工代表。员工代表能够接触到员工并自由沟通。根据员工和员工代表的访谈,被审核方对于员工成立、参加和投票一个合法工人组织和集体谈判没有任何限制和其他的不公平对待。

**Remarks from Auditee:**

<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 141088] Audit Date: 25/12/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory established the prevent discrimination management procedure. Based on worker interview, there was no discrimination regarding region, religion, origin or age, etc during recruiting process and working process. Workers regularly received training to prevent discrimination of different forms and grievance mechanism was available to report any kind of discrimination and the factory promised to investigate per the non-discrimination policy. Currently no discrimination was reported. 工厂建立了预防歧视管理程序。通过工人访谈,在招聘和工作过程中,无地域、宗教、血缘或年龄等歧视。员工定期接受培训去防止不同形式的歧视并提供申诉机制给员工报告歧视情况,工厂承诺对此进行调查。当前并无员工汇报存在歧视的情况。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 141088] Audit Date: 25/12/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory established wage payment system based on BSCI standards and requirements of local law. The employees were paid by hourly rate. Workers were paid on or before 12th of following month by cash. The payroll records from Dec 2017 to Nov 2018 were provided for review. Auditor selected payroll records of Apr 2018, Jul 2018 and Nov 2018 as samples. The lowest wage paid to workers was RMB1510 per month before 1 Jul 2018 and RMB1720 per month since 1 Jul 2018 which met the local minimum wage requirement. Workers were paid 150%, 200% and 300% of normal rate for overtime at weekdays, rest days and statutory holidays respectively. When no overtime was arranged at statutory holidays and normal wage was paid for workers at statutory holidays. No illegal deduction was made at the factory. All employees were covered by work-related injury insurance, medical insurance, retirement insurance, maternity insurance and unemployment insurance. 工厂有基于BSCI标准和当地法规要求建立起了一套工资支付系统。员工以时薪支付。工资在下月12日或之前通过现金发放。工厂提供了2017年12月至2018年11月的工资记录,抽样月份为2018年4月,2018年7月及2018年11月。工厂支付员工最低基本工资在2018年7月1日前为每月1510元,从2018年7月1日开始为每月1720元满足当地法定的最低工资标准。员工在工作日、休息日加班和法定假的加班费分别按照正班工资的150%、200%和300%支付。当工人没有加班在法定假,在法定假工厂有支付工人基本工资。没有非法扣款的情况。所有员工被工伤保险、医疗保险、养老保险、生育保险及失业保险覆盖。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 141088] Audit Date: 25/12/2018 PA Score: D	Deadline date:24/12/2019
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Fingerprint attendance system was used to record workers' working time. Through management interview and document review, there was no obvious production peak season or low season. The attendance records from 1 Dec 2017 to audit day were provided by the factory. Auditor selected attendance records of Apr 2018, Jul 2018 and Nov 2018 as samples. The normal working hours were 8 hours per day and 40 hours per week. Employees at least had one day off per week. Through worker interview, overtime work was conducted on voluntary basis. However, gaps had been identified in implementation. 工厂使用指纹考勤系统记录员工的工作时间。根据管理层访谈及文件评审,工厂没有明显的生产淡旺季。工厂提供了2017年12月1日至审核日的考勤,抽样考勤月份为2018年4月,2018年7月及2018年11月。正常工作时间是每天8小时每周40小时。员工每周至少休息一天。根据员工访谈,加班是自愿的。但是在执行的过程当中还是存在以下差距: <b>6.2 -</b> Sampling 23 employees' time records were in Apr/Jul/Nov 2018. The monthly overtime hours exceeded legal limit of 36 hours in sampled months. The maximum overtime hours were 44 hours in Apr 2018, 76 hours in Jul 2018 and 76 hours in Nov 2018. (PRC Labor Act (1995), Article 41). 抽样23名员工的考勤在2018年4月、7月和11月。月加班超过法定的36小时,最大月加班2018年4月为44小时、2018年7月为76小时、2018年11月为76小时。	
<b>Remarks from Auditee:</b>	

**Performance Area 7 : Occupational Health and Safety**

Full Audit [Audit Id - 141088] Audit Date: 25/12/2018 PA Score: A

Deadline date:30/06/2019

**GOOD PRACTICES:**  
None

**AREAS OF IMPROVEMENT:**

Health and safety of the auditee was well maintained. The auditee established occupational health and safety policies and procedures based on BSCI standards and local law requirements. Regular health and safety training was provided to employees on work station safety, machine safety, fire evacuation, use of fire fighting equipments, etc. Safety exits were installed with emergency lights and exit signs. Fire fighting equipments, such as fire extinguishers, fire hydrants, fire alarms and sprinkling system, etc were sufficient and inspected regularly. Safety exits were not locked and emergency escape routes were not blocked. Sufficient first aid supplies were available at each area which could be freely used for workers if need. There were 10 first aiders at the factory. The auditee did not provide the kitchen room and only provided dining area for workers. The external food provider was in charge of food for employees. The external food supplier's catering service license and cook's health certificate were provided for review. The illumination, temperature, humidity, space and sanitation were adequate to ensure the health and safety of workers. Sufficient numbers of toilets were available and potable water was freely provided for workers. (Remark: No public transportation or dormitory was provided to employees) However, gaps had been identified in implementation.

工厂的健康安全体系被较好的维护。工厂基于BSCI标准和当地法规对于职业健康和安全的要求建立了政策和程序。在工作场所安全、机器安全、消防疏散及消防器材使用等方面为工人提供了定期的职业健康培训给员工。安全出口有安装应急灯和出口标识。灭火器、消防栓、消防警铃和喷淋系统等消防器材在厂内配置足够并对其进行了定期检查。工厂的安全出口没有被上锁疏散通道没有堵塞。每个区域有足够的急救用品供需要的员工免费使用。工厂共有10名急救员。工厂没有厨房，有提供吃饭地点。员工的食物由外部的食品供应商提供。此供应商的餐饮服务许可证和厨工健康证有提供审核。工作场所的照明、温度、湿度、空间、卫生足以确保工人的健康和安。工厂有足够数量的厕所，饮用水免费提供给所有员工。(备注:工厂没有给员工提供公共交通和宿舍)但是在执行的过程当中还是存在以下差距:

- 7.1 - The auditee was in line with part of the regulations on occupational health and safety relevant for its activities such as the regulations on fire fighting equipment, escape routes, safety exits, first aid, etc. The health and safety regulation are not fully followed due to the findings listed as follows in PA7.  
被审核方部分符合了职业健康安全与其活动相关的规定如关于消防器材、逃生路线、安全出口、急救等方面的规定。由于存在本执行领域提到的下列问题，工厂没有完全遵循安全卫生的法规要求。
- 7.6 - The auditee had provided PPE to workers exposing to occupational hazards in soldering and product cleaning positions. However, one product cleaning worker was not wearing provided mask and she was wearing cotton gloves instead of rubber gloves in workshop. (PRC Work Safety Law (2002), Amendment (2014), Article 42)  
被审核方给在焊锡和产品清洁岗位的接触职业危害的工人提供了劳保用品。但是，车间里一名清洁产品的工人未佩戴已经提供的口罩，另外她穿的是棉手套而不是胶手套。
- 7.10 - The auditee set up systems for recording and reporting occupational accidents and injuries. However, the accidents and injuries records did not specify how long workers were incapacitated.  
被审核方建立了工伤事故记录和汇报机制。但是，工伤记录未体现工人误工时间。
- 7.17 - Lift operation certificate, forklift operation certificate and pressure vessel operation certificate were provided for review. However, pressure vessel pressure piping safety management certificate was not provided for review. Remark: factory had applied training for one employee regarding pressure vessel pressure piping safety management training in May 2018, but related government unit did not arrange training yet. (PRC Labor Act (1995), Article 55)  
电梯操作证、叉车证、压力容器操作证有提供审核。但是，压力容器压力管道安全管理证没有提供审核。备注:工厂已为一名员工在2018年5月申请压力容器压力管道安全管理培训，但是政府相关单位还没有开课培训。

**Remarks from Auditee:**

**Performance Area 8 : No Child Labour**

Full Audit [Audit Id - 141088] Audit Date: 25/12/2018 PA Score: A

Deadline date:

**GOOD PRACTICES:**  
None

**AREAS OF IMPROVEMENT:**

The auditee established policy and procedure to stop from hiring child labor. The factory checked each new employee' ID when recruiting and employees' ID copies were kept. Currently, there was no child worker and youngest worker was 19 years old at the factory.  
被审核方建立了政策和程序去防止雇佣到童工。招聘时工厂会查看每个新员工的身份证并保留了身份证复印件。当前工厂没有童工，最年轻员工的年龄为19岁。

**Remarks from Auditee:**



<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 141088] Audit Date: 25/12/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory established policies and procedure to identify young workers. The procedure regarding working conditions of young workers was also established to handle young worker issue and minimize the risks. The factory management knew the legal requirements of young worker protection. Currently, there was no young worker at the factory. 工厂建立了政策和程序去识别未成年工。针对未成年工工作条件的程序也建立起来去处理未成年工事项和降低风险。工厂管理层知道未成年工保护方面的法规要求。当前工厂没有未成年员工。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 141088] Audit Date: 25/12/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory established a policy based on BSCI standards and local law requirements to protect employment relationship. All hired workers signed labor contracts with the auditee (Guangdong Transtek Medical Electronics Co.,Ltd) within one month and were provided copies of labor contracts as well. There was no evidence to show the factory tried any unfair employment method to reduce its obligations. 工厂基于BSCI的标准和当地法规要求建立了包含雇佣关系的政策和程序。工厂(广东乐心医疗电子股份有限公司)会与所有雇佣的员工在一个月內签订劳动合同,同时给员工提供一份劳动合同。没有证据显示工厂是通过不公平的雇佣方式去减少其义务。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 141088] Audit Date: 25/12/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The auditee established procedures to identify and prevent bonded labor based on requirement of local law and BSCI standards. The physical harassment, verbal abuse, threat and violence were prohibited by the auditee. The auditee never retained the workers' identity cards. There was no bonded labor observed during the audit. 被审核方基于当地法规要求和BSCI的标准要求建立了识别和防止强迫劳工的程序。被审核方禁止肢体骚扰、言语虐待、威胁和暴力。被审核方从不扣押员工的身分证件。审核中没有发现强迫劳工的情况。	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 141088] Audit Date: 25/12/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory established the environment policy based on local law and BSCI standards. Workers attended environment protection training. The environmental laws relevant to its business were identified and compiled. The factory obtained necessary licenses, such as EIA and approval. The hazardous wastes were collected by qualified unit. Environment monitoring report was provided for review. 工厂基于当地法规和BSCI的标准建立了环境政策,员工参加了环境保护培训。工厂识别及收集了与经营活动相关的环保法律法规。获得了环评报告及批复等文件。危废由有资质单位回收。环境监测报告有提供审核。	
<b>Remarks from Auditee:</b>	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 141088] Audit Date: 25/12/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The auditee established anti-corruption and anti-bribe procedure according to BSCI CoC and local law. The employees were provided relevant policies training. The auditee established privacy protection procedure to collect, use and process employees' personal information. Based on worker interview, onsite observation and document review, the auditee provided consistent information. No non-ethical behavior was found during the audit. 被审核方依据BSCI行为守则和当地法律法规建立了反腐败、反贿赂程序，并提供了员工相关政策培训。被审核方已经建立了隐私保护程序收集、使用和处理个人信息。根据员工访谈，现场观察和文件评审，被审核方提供了一致性的信息。在审核中没有发现不道德商业行为。	
<b>Remarks from Auditee:</b>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	25/12/2018	141088	D	B	A	A	A	D	A	A	A	A	A	A	A	C

**Producer Photos**



External photo(s) of the production unit(s)  
Factory entrance.JPG



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



Photo of non-conformity  
Suggestion box in canteen.JPG



External photo(s) of the production unit(s)  
Factory name.JPG



Photo of the inside of the main production hall  
Blood Pressure Monitor workshop.JPG

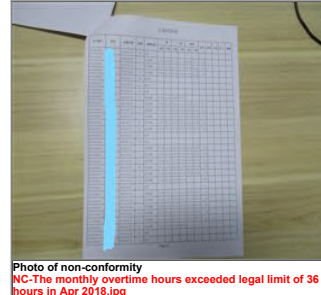


Photo of non-conformity  
NC-The monthly overtime hours exceeded legal limit of 36 hours in Apr 2018.jpg



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



Photo of the inside of the main production hall  
Finished goods warehouse.JPG

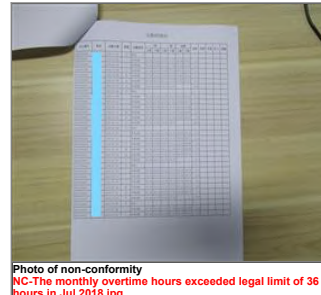


Photo of non-conformity  
NC-The monthly overtime hours exceeded legal limit of 36 hours in Jul 2018.jpg



Photo first aid facilities  
Eye washer.JPG



Photo of the inside of the main production hall  
Materials warehouse.JPG

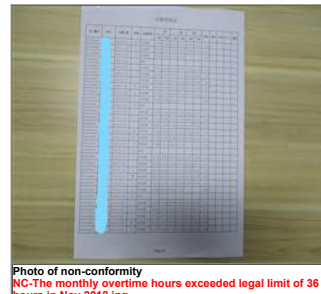


Photo of non-conformity  
NC-The monthly overtime hours exceeded legal limit of 36 hours in Nov 2018.jpg



Photo first aid facilities  
First aid kit.JPG



Photo of the inside of the main production hall  
Pedometer workshop.JPG

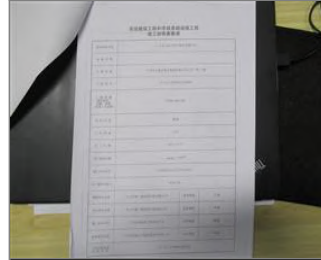


Photo of the inside of the main production hall  
Construction approval registration record.JPG



Photo of chemical storage room (if applicable)  
Chemical storage area.JPG



Photo of the inside of the main production hall  
Suggestion box.JPG



Photo of the inside of the main production hall  
Environmental protection acceptance check report for construction project.JPG



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



Photo of the inside of the main production hall  
Warning signs.JPG

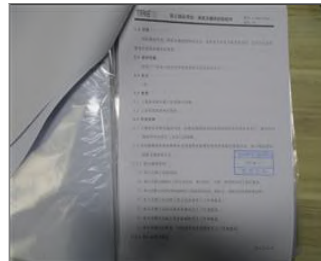


Photo of the inside of the main production hall  
Factory policy.JPG

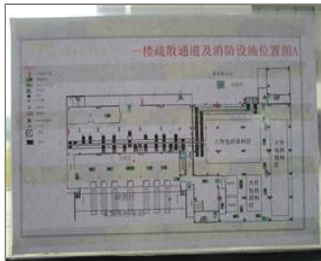


Photo of fire safety equipment  
Evacuation plan.JPG



Photo of the personal protection equipments (if applicable)  
Workers with earplugs and masks.JPG

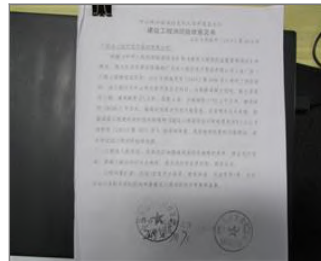


Photo of the inside of the main production hall  
Fire license.JPG



Photo of fire safety equipment  
Fire alarm.JPG



Photo of the sanitary facilities  
Potable water.JPG

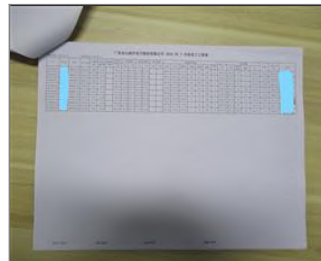


Photo of the inside of the main production hall  
Payroll record.jpg



Photo of fire safety equipment  
Fire hydrant and fire extinguishers.JPG



Photo of the sanitary facilities  
Toilets.JPG



Photo of the inside of the main production hall  
Social insurance.JPG



Photo of fire safety equipment  
Safety exit with emergency light and exit sign.JPG



Photo of non-conformity  
Product cleaning worker not wearing mask.JPG

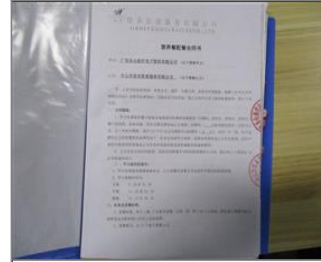


Photo of the inside of the main production hall  
Contract signed with external food provider.JPG



Photo of fire safety equipment  
Sprinkler system.JPG



Photo of non-conformity  
Product cleaning worker was wearing improper gloves.JPG



Photo of the inside of the main production hall  
Food license of external food provider.JPG



Photo of the canteen (if applicable)  
Canteen.JPG