

Social Accountability Audit Report

Facility Information	Audit Information
Facility Identification No.: Facility Name: Invotive Plastic Factory Address: Dongfeng Industrial ,Xinxu Town Huizhou City Guangdong 516223 China Primary Contact Name: Jane Yang Contact Phone Number: 86-752-3336784 Contact Fax Number: 86-752-3336776 Email Address: info@china-fine.com	Audit Report No.: 2011-09-A00266-001 Audit Start Date: March 16, 2012 Audit End Date: March 16, 2012 Audit Type: Corporate Social Responsibility Audit Sub Type: SA - Comprehensive - Standard (Re-Audit) Report Issue Date: April 03, 2012 Monitoring Firm: SGS Auditor Names: Lyn li

Overall Audit Result:

No Findings Noted

Ratings Definitions:

No Finding Noted	
Needs Improvement	Minor findings noted. Further improvement needed. Corrective actions to be verified in the next audit cycle.
Action Required	Major findings noted. Corrective actions to be verified within a timeframe to be determined by AOW Lead.
Urgent Action Required	Critical findings noted. Corrective actions to be verified within 90 days.

Upon receipt of this audit report, the Supplier is expected to work with the Facility to develop and implement a corrective action plan to effectively address any findings listed in this report. Corrective Action should attend to the following elements:

- **Policy Review** -ensure that stated facility policies correspond to applicable laws and industry standards
- **Internal Verification** -ensure there is a system to internally verify implementation of stated facility policies, practices and documentation
- **Documentation** - ensure that necessary documentation is available to demonstrate compliance
- **Communication and Training** - ensure that communication and training is performed relating to facility policies and procedure
- **Timeline** -ensure that a reasonable timeline is set to prioritize and track corrective action

Findings Noted

Compensation & Benefits - Compensation:

G Findings:

The facility did not provide all employees with relevant social insurance as per legal requirement. Out of the total forty five (45) employees, only twenty (20) employees were provided with retirement insurance, injury insurance, medical insurance and unemployment insurance.

工厂未按照法定要求为所有员工购买相应社会保险。工厂现有45名员工，仅为20名员工提供了养老，工伤、医疗和失业保险。

Initial Audit Date: September 23, 2011

Re-audit Date: March 16, 2012

Corrected

已改正

The facility provided all employees with relevant social insurance as per legal requirement since October 2011. According the invoice of social insurance review, the facility provided the retirement insurance, injury insurance, medical insurance (included child-bearing insurance) and unemployment insurance for all workers. For example, the facility provided retirement insurance, injury insurance, medical insurance (included child-bearing insurance) and unemployment insurance for fifty four (54) workers on March 2012.工厂自从2011年10月开始为所有的员工购买了法规要求的相关保险。根据社保缴费发票审核，工厂有提供养老，工伤，医疗（包括生育）和失业保险给所有的员工。例如，工厂在2012年3月份有为54名员工购买了养老，工伤，医疗（包括生育）和失业保险。

Law or Customer Expectation:

Law:

China Labor Law,

Article 72, The sources of social insurance funds shall be determined according to the categories of insurance, and an overall pooling of insurance funds from the society shall be introduced step by step. The employing unit and laborers must participate in social insurance and pay social insurance premiums in accordance with the law.

中华人民共和国劳动法 第七十二条

社会保险基金按照保险类型确定资金来源,逐步实行社会统筹.用人单位和劳动者必须依法参加社会保险,缴纳社会保险费. *****

Article 73, Laborers shall, in accordance with the law, enjoy social insurance benefits under the following circumstances:

- (1) retirement;
- (2) illness or injury;
- (3) disability caused by work-related injury or occupational disease;
- (4) unemployment; and
- (5) child-bearing.

中华人民共和国劳动法 第七十三条

劳动者在下列情形下,依法享受社会保险待遇:(一)退休;(二)患病,负伤;(三)因工伤残或者患职业病;(四)失业;(五)生育.

Health & Safety - Chemical Safety:

G Findings:

Hazardous wastes transfer approval was not obtained.

工厂未取得危险废弃物跨地转移批复。

Based on hazardous waste transfer manifest provided by the facility, it indicated that the hazardous wastes in the facility had been transferred to licensed vendor for disposal from the facility located city Huizhou Xinxu to other city Dongguan Humen. However, the transfer approval from environmental authority was not provided

根据工厂提供的危险废弃物转移联单显示工厂的废弃物由所在地惠州新圩转移至东莞虎门供应商进行回收处理，但工厂未能提供环保部门出具的危废跨地转移批复供查看。

Initial Audit Date: September 23, 2011

Re-audit Date: March 16, 2012

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The facility has disposed of the hazardous wastes properly.

Based on the management interview and documents review, the facility had contracted with Huizhou City Dongjiang Weiliya Environment Service Company on October 18, 2011 and effected until October 18, 2012. According contract, the hazardous waste was transferred and handled by Huizhou City Dongjiang Weiliya Environment Service Company, and the company was obtained the permission of hazardous waste collection, storage and processing. The permission number code was 4403040016. According waste transfer manifest review which provided by facility, the hazardous waste was transfer and handled in Huizhou City, so it wasn't need hazardous wastes transfer approval.

据管理层访谈及文件审核，工厂于2011年10月18日与惠州市东江威立雅环境服务公司签订合同，有效期至2012年10月18日。据根合同，工厂的危险废弃物将交给惠州市东江威立雅环境服务公司进行转移和处理。此家公司获得了危险废弃物收集、贮存和处理的危险废弃物经营许可证。危险废弃物经营许可证编号为4403040016。据工厂提供的危险废弃物转移联单审查，工厂的危险废弃物将在惠州市转运和处理，所以，不需要危险废弃物跨地转移批复。

Law or Customer Expectation:

Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (2004) Article 59

Whoever transfers hazardous wastes shall, according to relevant state regulations, fill in duplicate forms for transferring hazardous wastes and apply to the environmental protection administrative departments of the local people's governments at or above the level of city divided into districts where the hazardous waste is to be moved out, which can approve the transfer of the said hazardous wastes after consulting and obtaining permission from the environmental protection administrative departments of the local people's governments at or above the level of city divided into districts where the hazardous waste is to be moved in. No transfer may be conducted until it is approved.

中华人民共和国固体废物污染环境防治法(2004) 第五十九条

转移危险废物的，必须按照国家有关规定填写危险废弃物转移联单，并向危险废弃物移出地设区的市级以上地方人民政府环境保护行政主管部门提出申请。移出地设区的市级以上地方人民政府环境保护行政主管部门应当商经接受地设区的市级以上地方人民政府环境保护行政主管部门同意后，方可批准转移该危险废物。未经批准的，不得转移。

Environment - Hazardous Waste:

G

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General Information - Facility Practice Information:

G Findings:

The facility did not provide the original Environmental Impact Assessment report and approval, but only provided the copies of EIA report and approval for review during the audit.

工厂没有提供建筑项目环境影响评估报告及批复原件供查看，仅提供了复印件。

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Corrected

已改正

The original environmental impact assessment report and approval was provided for review by facility during re-audit.

工厂在跟进审核中提供了环境影响评估报告及批复原件查看。

Law or Customer Expectation:

Law:

Law of the People's Republic of China on the Environmental Impact Assessment (2003), Article 16

The state practices classified management over the appraisals of the environmental impacts of construction projects according to the seriousness of the impacts.

The construction entities shall work out the report of environmental impacts, the report form of environmental impacts or the registration form of environmental impacts

中华人民共和国环境影响评价法 (2003) 第十六条

国家根据建设项目对环境的影响程度，对建设项目的环境影响评价实行分类管理。

建设单位应当按照下列规定组织编制环境影响报告书、环境影响报告表或者填报环境影响登记表。

Law of the People's Republic of China on the Environmental Impact Assessment (2003), Article 22

The environmental impact appraisal documents of a construction project shall be submitted by the construction entity according to the relevant provisions of the State Council to the competent administrative department in charge of environmental protection for examination and approval. If there is a department in charge of the corresponding trade of the construction project, the report of environmental impacts or the report form of environmental impacts shall, after passing the preliminary examination of the department in charge of the corresponding trade, be submitted to the competent administrative department in charge of environmental protection for examination and approval.

中华人民共和国环境影响评价法 (2003) 第二十二条

建设项目的环境影响评价文件，由建设单位按照国务院的规定报有审批权的环境保护行政主管部门审批；建设项目有行业主管部门的，其环境影响报告书或者环境影响报告表应当经行业主管部门预审后，报有审批权的环境保护行政主管部门审批

Facility Scorecard

G	Applicable Laws and Standards
G	Child Labor
G	Compensation & Benefits
G	Environment
G	Forced Labor
G	General Information
G	Harassment & Abuse
G	Health & Safety
G	Management System
G	Non Discrimination
G	Sourcing Practices
G	Working Hours

Legend:

G	Green - No findings
Y	Yellow - Minor findings
A	Amber - Major findings
R	Red - Critical findings