<table>
<thead>
<tr>
<th>Rating</th>
<th>A combination of ratings per performance area where:</th>
<th>Consequence</th>
</tr>
</thead>
</table>
| A           | o Minimum 7 performance areas rated A  
 o No Performance area rated C, D or E  
 These are three examples: | The auditee has the level of maturity to maintain its improvement process without needing follow-up audit. |
|             | A A A A A A A | A A A A A A A B B B B |                                                                                                                                       |
|             | A A A A A A A | A A A A A A A B B B B |                                                                                                                                       |
| B           | o Maximum 3 performance area rated C  
 o No performance area rated D or E  
 These are three examples: | The auditee has the level of maturity to maintain its improvement process without needing follow-up audit. |
|             | A A A A A A A | A A A A A A A B B B B |                                                                                                                                       |
|             | A A A A A A A | A A A A A A A B B B B |                                                                                                                                       |
| C           | o Maximum 2 performance areas rated D  
 o No performance area rated E  
 These are three examples: | The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit. |
|             | A A A A A A A | A A A A A A A C C C C |                                                                                                                                       |
|             | A A A A A A A | A A A A A A A C C C C |                                                                                                                                       |
|             | C C C C C C C | C C C C C C C C C D D |                                                                                                                                       |
| D           | o Minimum 6 performance areas rated E  
 These are three examples: | The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit. |
|             | A A A A A A A | A A A A A A A D D D D |                                                                                                                                       |
|             | A A A A A A A | A A A A A A A D D D D |                                                                                                                                       |
|             | D D D D D D D | D D D D D D D D D |                                                                                                                                       |
| E           | o Minimum 7 performance areas rated E  
 These are three examples: | BSCI participants shall closely oversee the auditee’s progress as it may represent a higher risk than other business partners |
|             | A A A A A A E | E E E E E E E E |                                                                                                                                       |
|             | A A A A A A E | E E E E E E E E |                                                                                                                                       |
|             | E E E E E E E | E E E E E E E E |                                                                                                                                       |
| Zero Tolerance | A Zero Tolerance issue was identified (see Annex 5) | Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed. |
### Main Auditee Information

<table>
<thead>
<tr>
<th>Name of producer</th>
<th>Shenzhen James Audio Technology Co., Ltd.</th>
</tr>
</thead>
<tbody>
<tr>
<td>DBID number</td>
<td>347643</td>
</tr>
<tr>
<td>Audit ID</td>
<td>74548</td>
</tr>
<tr>
<td>Address</td>
<td>No. 401, 4F, Building A, Rongli Industrial Park, Miaoxi Industrial Zone, Xinghua Community, GuanLan Street, BaoAn District Shenzhen</td>
</tr>
<tr>
<td>Province</td>
<td>Guangdong</td>
</tr>
<tr>
<td>Management Representative</td>
<td>Mr. Jinbao Zhang/Administrative Manager</td>
</tr>
<tr>
<td>Contact person</td>
<td>Jinbao Zhang</td>
</tr>
<tr>
<td>Industry Type</td>
<td>Mechanical and electrical engineering</td>
</tr>
<tr>
<td>Product Type</td>
<td>Car FM Transmitters, car MP3 player, car charger and bluetooth car kit, etc</td>
</tr>
<tr>
<td>Country</td>
<td>China</td>
</tr>
<tr>
<td>Sector</td>
<td>Non-Food</td>
</tr>
<tr>
<td>Product group</td>
<td>Other engineering (please specify)</td>
</tr>
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</table>

Producer: Shenzhen James Audio Technology Co., Ltd.
DBID: 347643 and Audit ID: 74548
Audit Date: 28/02/2017
Audit Type: Follow-up Audit
Audit Details

Audit Range:  
- [ ] Full Audit  [x] Follow-up Audit

Audit Scope:  
- [x] Main Auditee  [ ] Main Auditee & Farms

Audit Environment:  
- [x] Industrial  [ ] Agricultural

Audit Announcement:  
- [x] Fully-Announced  [ ] Fully-Unannounced  [ ] 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:  28/02/2018

Rating per Performance Area (PA)

<table>
<thead>
<tr>
<th>PA 1</th>
<th>PA 2</th>
<th>PA 3</th>
<th>PA 4</th>
<th>PA 5</th>
<th>PA 6</th>
<th>PA 7</th>
<th>PA 8</th>
<th>PA 9</th>
<th>PA 10</th>
<th>PA 11</th>
<th>PA 12</th>
<th>PA 13</th>
</tr>
</thead>
<tbody>
<tr>
<td>D</td>
<td>A</td>
<td>A</td>
<td>A</td>
<td>A</td>
<td>B</td>
<td>D</td>
<td>A</td>
<td>A</td>
<td>A</td>
<td>A</td>
<td>A</td>
<td>B</td>
</tr>
</tbody>
</table>

Executive summary of audit report

Shenzhen James Audio Technology Co., Ltd. (Local Name: 深圳市捷美斯音响技术有限公司, Enterprise Registration number: 440306105664526) is located at No. 401, 4F, Building A, Rongli Industrial Park, Miaoxi Industrial Zone, Xinghua Community, GuanLan Street, BaoAn District, Shenzhen City, Guangdong Province, China. The factory was established in 2011 and started its production action at present address since that time. They specialize in production of Car FM Transmitters, car MP3 player, car charger and bluetooth car kit, etc. Main production activities include assembly, inspection and packing. The PCBA process is sub-contracted. As per the management information, their main clients are SCOSHE, Just Wireless and Technaxx, etc.

The factory currently occupies the most part of the 4th floor of one 5-storey building as office, production site and warehouse. No dormitory or catering service is provided to employees. On the audit day, there were total 98 employees in the factory of which 86 employees were production workers. As per management interview, peak season in the factory was not obvious last year.

Based on documents review and management interview, it was noted that all employees in the factory are paid by hourly rate. Wages are paid monthly in cash on around 7th of each month for the preceding month. The factory uses finger-print attendance system to keep record of all employees’ working hours. The regular working hours for employees are from 8:30 to 18:00 with lunch break from 12:00 to 13:30. Overtime working would be arranged for 2 hours a day from 19:00 to 21:00 on normal working day if needed and for 8 hours on Saturday if needed.

During the current audit, payroll records from last assessment i.e. March 2016 to January 2017 and attendance records from March 01, 2016 to the assessment day were provided for review. The auditor randomly selected 10 samples from January 2017 (current month) and 5 samples from each of July 2016 (random month) and April 2016 (random month) for verification.

Remark:
1. The local legal minimum wage standard has been raised from RMB 1808 per month or equivalent to RMB 10.39 per hour to RMB 2030 per month or equivalent to RMB 11.67 per hour since March 01, 2015.
2. Actually, the factory had rented the whole 4th floor of the 5-storey building from the building's owner, but since April 2015, the audited factory rented out a room (No. 402, 500 square meters) to another company named Shenzhen City Shijie HengAn Electronic Co., Ltd. as office, this company is a trading company and belonged to the same boss as well as the audited factory. The lease contract and business license for this company were provided for review at this audit.
3. Longhua New District was founded in 2011, the factory located area was belonged to Longhua New District since that time, so the address in the factory business license had been revised as "No. 401, 4F, Building A, Rongli Industrial Park, Miaoxi Industrial Zone, Xinghua Community, GuanLan Street, Longhua New District, Shenzhen City, Guangdong Province, China", but the address in BSCI platform still remained as "No. 401, 4F, Building A, Rongli Industrial Park, Miaoxi Industrial Zone, Xinghua Community, GuanLan Street, BaoAn District, Shenzhen City, Guangdong Province, China", which was named with old district name "BaoAn District".
### Auditee's background information

<table>
<thead>
<tr>
<th>Auditee's name</th>
<th>Shenzhen James Audio Technology Co., Ltd.</th>
<th>Legal status</th>
<th>Limited Company</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Name</td>
<td>深圳市捷美斯音响技术有限公司</td>
<td>Year in which the auditee was founded</td>
<td>2011</td>
</tr>
<tr>
<td>Address</td>
<td>No. 401, 4F, Building A, Rongli Industrial Park, Miaoxi Industrial Zone, Xinghua Community, GuanLan Street, BaoAn District</td>
<td>Contact person (please select)</td>
<td>Jinbao Zhang</td>
</tr>
<tr>
<td>Province</td>
<td>Guangdong</td>
<td>Contact's Email</td>
<td><a href="mailto:360822645@qq.com">360822645@qq.com</a></td>
</tr>
<tr>
<td>City</td>
<td>Shenzhen</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Region</td>
<td>North East Asia</td>
<td>Auditee's official language(s) for written communications</td>
<td>Chinese Mandarin</td>
</tr>
<tr>
<td>Country</td>
<td>China</td>
<td>Website of auditee (if applicable)</td>
<td>N/A</td>
</tr>
<tr>
<td>GPS coordinates</td>
<td>114.065237,22.713651</td>
<td>Total turnover (in Euros)</td>
<td>1200000.00</td>
</tr>
<tr>
<td>Sector</td>
<td>Non-Food</td>
<td>Of which exports %</td>
<td>60.00</td>
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<tr>
<td>Industry</td>
<td>Mechanical and electrical engineering</td>
<td>Of which domestic market %</td>
<td>40.00</td>
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<tr>
<td>If other, please specify</td>
<td>N/A</td>
<td>Production volume</td>
<td>100,000 pieces per month</td>
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<tr>
<td>Product Group</td>
<td>Other engineering (please specify)</td>
<td>Production cost calculation</td>
<td>Yes</td>
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<tr>
<td>If other, please specify</td>
<td>Car FM Transmitters, car MP3 player, car charger and bluetooth car kit, etc</td>
<td>Lost time injury calculation cost</td>
<td>No</td>
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<tr>
<td>Product Type</td>
<td>Car FM Transmitters, car MP3 player, car charger and bluetooth car kit, etc</td>
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</tbody>
</table>

### Auditee's employment structure at the time of the audit

<table>
<thead>
<tr>
<th></th>
<th>MALE WORKERS</th>
<th>FEMALE WORKERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent workers</td>
<td>51</td>
<td>47</td>
</tr>
<tr>
<td>Temporary workers</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>In management positions</td>
<td>7</td>
<td>5</td>
</tr>
<tr>
<td>Apprentices</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>On probation</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>With disabilities</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Migrants (national citizens)</td>
<td>51</td>
<td>46</td>
</tr>
<tr>
<td>Migrants (foreign citizens)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Workers on the permanent payroll</td>
<td>51</td>
<td>47</td>
</tr>
<tr>
<td>Production based workers</td>
<td>51</td>
<td>47</td>
</tr>
<tr>
<td>With shifts at night</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Unionised</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Pregnant</td>
<td>-</td>
<td>0</td>
</tr>
<tr>
<td>On maternity leave</td>
<td>-</td>
<td>0</td>
</tr>
</tbody>
</table>
### Performance Area 1: Social Management System and Cascade Effect

**1- Follow-up Audit [Audit Id - 74548] Audit Date: 28/02/2017 PA Score: D**

**Deadline date: 28/05/2017**

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had set up Management Manual and a series of procedures and policies that states their mission, vision and objectives to match the BSCI Code of Conduct and their dedication to comply with social responsibilities. The established procedures and records had included the overall social responsibility policies which consist of anti-discrimination, freedom of association, no child labor, protection for young workers, wages and benefits, working hours, occupational health and safety, environment, protection, anti-corruption and etc.; appointment documents for BSCI affair and various of training records such as legal requirements training, health and safety training and etc. The factory had nominated one senior management, Mr. Jinbao Zhang/Administrative Manager, who had some understanding of BSCI standards, for the establishment, implementation and maintenance of the BSCI system. However, gaps had been identified in implementation: some non-compliance was detected on Performance area Workers Involvement and Protection, Fair Remuneration, Decent Working Hour, Occupational Health and Safety and Protection of Environment. (For details, please refer to Performance Area 2, 5, 6, 7 and 12 respectively.) In addition, deviations was found in the planning of workforce capacity. Please refer to principle 1.4.

#### 1.1 - New finding (1st Follow-up Audit on February 28, 2017):

The social management system was not implemented effectively, and some non-compliance was detected on Performance area Workers Involvement and Protection, Fair Remuneration, Decent Working Hour, Occupational Health and Safety and Protection of Environment. (For details, please refer to Performance Area 2, 5, 6, 7 and 12 respectively.)

New finding (2017年2月28日第一次跟审报告):

- The management system was not implemented effectively, and some non-compliance was detected on Performance area Workers Involvement and Protection, Fair Remuneration, Decent Working Hour, Occupational Health and Safety and Protection of Environment.

1.4 - Previous Finding (CAP on March 17-18, 2016):

It was noted that the auditee didn’t organised workforce capacity property.

Not corrected (1st Follow-up Audit on February 28, 2017):

The factory made production plans for each orders, but the workforce capacity was not properly planned to match delivery order contracts’ expectations because monthly overtime working hours exceeded the local limit, please refer to principle 6.2 for details.

Remarks from Auditee:

Nil

**Full Audit [Audit Id - 44911] Audit Date: 17/03/2016 PA Score: C**

**Deadline date: 20/06/2016**

**Good practices.**

**Areas of improvement**

Based on satisfactory evidence, the main auditee partially respect this principle Social Management System, because: 1. It was noted that the auditee didn’t organised workforce capacity properly. Factory didn’t have a plan for workforce capacity planning.

Remarks from Auditee
### Performance Area 2 : Workers Involvement and Protection

**1- Followup Audit [Audit Id - 74548] Audit Date: 28/02/2017 PA Score: A**

**GOOD PRACTICES:**
None

**AREAS OF IMPROVEMENT:**

The overall observation showed that the factory partially fulfilled the requirement of this performance area. There were 3 worker's representative in the factory and relevant election procedures and records were provided for review. BSCI Code of Conduct was displayed on the notice board in the production area. All interviewed workers had a good understanding of their rights and responsibilities. Provided documents indicated that the factory provided regular training to workers on their rights and responsibilities and to management staffs as well as workers' representatives on factory rules, human resources, OHS and the grievance mechanism. The factory periodically conducted internal communication meetings with workers and workers' representatives regarding workplace-related issues, and also had set up grievance mechanism which allowed workers to use the mechanism via suggestion box, workers' representatives or senior management directly. Satisfactory evidences had shown that workers knew the channels of reflecting their grievances. However, gaps had been identified in implementation: the understanding for BSCI COC need to be improved.

- **Remarks from Auditee:**
  N/A

- **Full Audit [Audit Id - 44911] Audit Date: 17/03/2016 PA Score: B**
  
  **Deadline date:20/06/2016**

  **Good practices**

  **Areas of improvement**

  Based on satisfactory evidence, the main auditee partially respect this principle Workers Involvement and Protection, because: 1. 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.  
  
  **Remarks from Auditee:**
  N/A

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

**1- Followup Audit [Audit Id - 74548] Audit Date: 28/02/2017 PA Score: A**

**GOOD PRACTICES:**
None

**AREAS OF IMPROVEMENT:**

- **Not rated**
- **未审核**

**Remarks from Auditee:**
N/A

**Full Audit [Audit Id - 44911] Audit Date: 17/03/2016 PA Score: A**

**Deadline date:**

**Good practices**

**Areas of improvement**

**Remarks from Auditee**
### Performance Area 4: No Discrimination

#### 1- Followup Audit [Audit Id - 74548] Audit Date: 28/02/2017 PA Score: A

- **GOOD PRACTICES:**
  - None

- **AREAS OF IMPROVEMENT:**
  - Not rated

- **Remarks from Auditee:**
  - N/A

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#### Full Audit [Audit Id - 44911] Audit Date: 17/03/2016 PA Score: A

- **Good practices**
- **Areas of improvement**
- **Remarks from Auditee**
### Performance Area 5: Fair Remuneration

**GOOD PRACTICES:**
The factory filled out the relevant information in the Fair Remuneration Quick SCAN in the SAQ before this audit.

### AREAS OF IMPROVEMENT:

#### GOOD PRACTICES:

- Followup Audit

#### Performance Area

5.4 - New finding (1st Follow-up Audit on February 28, 2017):

Some employees' wages could not meet the local basic living wage. 9 out of 10 selected employees' wages in January 2017 and all the 5 selected employees' wages in July 2016 and April 2016 were paid lower than the local living wage, the living wage standard in Shenzhen City was RMB 3129.4 per month.

- Previous Finding (CAP on March 17-18, 2016):

It was noted that only 67 workers had participated in retirement, 86 workers had participated in medical, 86 workers had participated in unemployment insurance, 86 workers had participated in work-related injury, 86 workers had participated in child-bearing insurance. The factory didn’t get written waiver obtained from the local social insurance bureau.

Not corrected (1st Follow-up Audit on February 28, 2017):

As per the social insurance payment receipts of February 2017, there were total 98 employees at that time, but only 76 employees had participated in unemployment, injury, illness and child-bearing insurances, only 66 employees had participated in retirement insurance, and no employee had participated in commercial accident insurance. The factory didn’t get written waiver from the local social insurance bureau for this issue. This violated the PRC Labor Law article 72 and 73.

- Previous Finding (CAP on March 17-18, 2016):

It was noted that only 67 workers had participated in retirement, 86 workers had participated in medical, 86 workers had participated in unemployment insurance, 86 workers had participated in work-related injury, 86 workers had participated in child-bearing insurance. The factory didn’t get written waiver obtained from the local social insurance bureau.

#### Remarks from Auditee:

Nil

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### Areas of Improvement:

Based on satisfactory evidence, the main auditee partially respect this principle Fair Remuneration, because: 1. It was noted that only 67 workers had participated in retirement, 86 workers had participated in medical, 86 workers had participated in unemployment insurance, 86 workers had participated in work-related injury, 86 workers had participated in child-bearing insurance. The factory didn’t get written waiver obtained from the local social insurance bureau. (The PRC Labor Law article 72) In the audit, the worker’s living wage was not corrected (1st Follow-up Audit on February 28, 2017):

Based on satisfactory evidence, the main auditee partially respect this principle Fair Remuneration, because: 1. It was noted that only 67 workers had participated in retirement, 86 workers had participated in medical, 86 workers had participated in unemployment insurance, 86 workers had participated in work-related injury, 86 workers had participated in child-bearing insurance. The factory didn’t get written waiver obtained from the local social insurance bureau. (The PRC Labor Law article 72) In the audit, the worker’s living wage was not corrected (1st Follow-up Audit on February 28, 2017):

### Remarks from Auditee:

Nil
## Performance Area 6: Decent Working Hours

**GOOD PRACTICES:**

None

### AREAS OF IMPROVEMENT:

The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had made its own working hour regulations and rules based on the legal requirements and BSCI Code of Conduct. As per on site observation and documents review, the factory used finger-print attendance system to keep records of employees’ working hours. As per sampled attendance records, it was found that the regular working hours were from 8:30 to 18:00 with lunch break from 12:00 to 13:30. Overtime working would be arranged for 2 hours a day from 19:00 to 21:00 on normal working days if needed and for 8 hours on Saturday if needed. One rest day in every 7-day period was guaranteed. And the factory also provided orientation training to new hired workers about the rules on working hours and etc. However, gaps had been identified in implementation: the monthly overtime working hours exceeded the legal limit, please refer to principle 6.2 for details.

- **6.2 - Previous Finding (CAP on March 17-18, 2016):**
- 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 April of 2015, December of 2015 and February of 2016 are 74, 78 and 38 hours. (PRC Labor Law article 41).
- Not corrected (1st Follow-up Audit on February 28, 2017):
- The overtime working hours exceeded the upper limit 36 hours per month. In January 2017 (current month), the monthly overtime hours of all 10 randomly selected employees were 52 hours; in July 2016 (random month), the monthly overtime hours of all 5 randomly selected employees were 82 hours; in April 2016 (random month), the monthly overtime hours of all 5 randomly selected employees were from 66 to 80 hours. This violated the PRC Labor Law article 41.

**Remarks from Auditee:**

Nil

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**Full Audit [Audit Id - 44911] Audit Date: 17/03/2016 PA Score: 44**

**Areas of improvement**

Based on satisfactory evidence, the main auditee partially respect this principle Decent Working Hours, because: 1. 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 April of 2015, December of 2015 and February of 2016 for are 74, 78 and 38 hours. (PRC Labor Law article 41) in evaluation and audit, the factory did not respect the principle of maximum monthly overtime hours of 74 hours. However, the management confirmed that they partially respect the principle and would try to improve it further in the future.

**Remarks from Auditee:**

Nil
### Performance Area 7: Occupational Health and Safety

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The overall observation showed that the factory partially fulfilled the requirement of this performance area. The factory had made its own health and safety regulations and rules based on the legal requirements and BSCI Code of Conduct and also established OHS committee. The factory had appointed specialized management staff to take charge of the OHS affairs and provided periodical health and safety training to workers regarding such as medical emergency treatment, PPE usage, chemical safety, machine operation, fire drill exercises and etc. Furthermore, the factory provided a safe and comfortable working environment for workers: installing sufficient fire equipment and facilities on a monthly basis, providing sufficient toilets, first aid kits, and qualified drinking water, and etc. However, gaps had been identified in implementation. Please refer to corresponding principle for details.

**Remark:**

1. 7.21: The factory currently did not provide kitchen and canteen to workers.
2. 7.23: The factory currently did not provide transportation to workers.

#### 7.2 - New finding (1st Follow-up Audit on February 28, 2017):

Only 76 out of 98 employees had participated in injury insurance, and no employee had participated in commercial accident insurance. This violated the PRC Labor Law article 72 and 73.

**New finding (2017年2月28日第一次跟进审):**

目前工厂98名员工中只有76名员工参加了工伤保险, 而且没有员工参加商业意外险, 这违反了《中华人民共和国劳动法》第72条和73条。

#### 7.3 - New finding (1st Follow-up Audit on February 28, 2017):

1. The factory did not provide occupational health check to the 10 out of 15 soldering workers and 4 production cleaning workers who exposed to waste soldering smoke or used chemicals during production. This violated the PRO Law of Prevention and Control of Occupational Diseases article 36.
2. There was waste soldering smoke in the production workshop when soldering, but the factory did not conduct the occupational hazards factors testing for soldering smoke dust. This violated the Provisions on the Supervision and Administration of Workplace Occupational Health Article 20.
3. The risk assessment did not include the risks of the areas with high risk such as soldering and product cleaning workstations where were found with waste soldering smoke or chemical used and needed to wear relevant personal protective equipment.

**New finding (2017年2月28日第一次跟进审):**

目前工厂15名焊工中有10名焊工和4名生产清洁工接触焊锡烟气和使用化学品, 但是工厂没有进行职业病危害因素检测, 这违反了《中华人民共和国职业病防治法》第三十六条。

#### 7.6 - New finding (1st Follow-up Audit on February 28, 2017):

The factory provided active carbon masks instead of dust-proof masks to all soldering workers, moreover, two product cleaning workers did not wear the provided active carbon mask. This violated the Law of the PRC on Work Safety article 42.

**New finding (2017年2月28日第一次跟进审):**

工厂为所有焊锡工提供了活性炭口罩而非防尘口罩, 并且两名生产清洁工没有佩戴提供的活性炭口罩。这违反了《中华人民共和国安全生产法》第42条。

#### 7.7 - New finding (1st Follow-up Audit on February 28, 2017):

The cleaning solvent storage area was not posted with relevant MSDS. This violated the Regulations on the Safety Management of Dangerous Chemicals, Article 15.

**New finding (2017年2月28日第一次跟进审):**

清洗车间的存储地点没有张贴相关的MSDS标签。这违反了《危险化学品安全管理条例》第十五条。

#### 7.8 - Previous Finding (CAP on March 17-18, 2016):

It was noted that the factory didn't display the accident and emergency procedure to communicate with staff.

**Corrected (1st Follow-up Audit on February 28, 2017):**

Through on-site observation, it was noted that the factory had posted the accident and emergency procedure at production site to communicate with staff.

**Remarks:**

- Previous不符合项(2016年3月17-18日初审):
  - 工厂没有张贴意外和事故程序和员工沟通。
- 已改善(2017年2月28日第一次跟进审):
  - 工厂已张贴了意外和事故程序以和员工沟通。

#### 7.9 - Previous Finding (March 17-18, 2016):

1. It was noted that the factory didn’t post notice to alarm staff wear mask in the workshop.
2. It was noted that no warning sign was equipped for several electric control stations in the workshop.

**Corrected (1st Follow-up Audit on February 28, 2017):**

1. Through on-site observation, the factory had posted the mask need reminding notice through the assembly lines to alarm the relevant workers to wear the correct personal protective equipment.
wear masks.
2. Through on-site observation, all electric control stations were posted with shock warning signs.

### Previous Finding (CAP on March 17-18, 2016):
It was noted that 90% of the switches in the workshop were not equipped with safety guard.

Not corrected (1st Follow-up Audit on February 28, 2017):
Through on-site observation, 80% electrical switch boxes were found without outer safety guards. This violated Safety code of electric power industry —Part 1: Thermal and machine Article 3.5.5.

### Remarks from Auditee:
Nil

### Areas of Improvement
Based on satisfactory evidence, the main auditee partially respect the principle Occupational Health and safety, because:
1. It was noted that the factory didn’t post notice to alarm staff wear mask in the workshop. (the Safety Manufacturing Law article 37)
2. It was noted that the factory didn’t display the accident and emergency procedure to communicate with staff.（未评级）
3. It was noted that no warning sign was equipped for several electric control stations in the workshop. (the PRC Factory Safety and Sanitary Regulations article 41) 工厂没有张贴意外和事故程序和员工沟通。
4. It was noted that 90% of the switches in the workshop were not equipped with safety guard. (PRC Factory Safety and Sanitary Regulations article 41) 车间90%电开关没有安全防护装置。

### Performance Area 8: No Child Labour

#### GOOD PRACTICES:
None

#### AREAS OF IMPROVEMENT:
- Not rated

### Remarks from Auditee:
N/A

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**Producer:** Shenzhen James Audio Technology Co., Ltd.
**DBID:** 347643 and Audit Id: 74548
**Audit Date:** 28/02/2017
**Audit Type:** Follow-up Audit

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**Remarks from Auditee:**
Nil

**Full Audit [Audit Id - 44911] Audit Date: 17/03/2016 PA Score: A**  
Deadline date: 20/06/2016

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**Remarks from Auditee:**
N/A

**Full Audit [Audit Id - 44911] Audit Date: 17/03/2016 PA Score: A**  
Deadline date: 20/06/2016

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**Remarks from Auditee:**
N/A

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**Producer:** Shenzhen James Audio Technology Co., Ltd.
**DBID:** 347643 and Audit Id: 74548
**Audit Date:** 28/02/2017
**Audit Type:** Follow-up Audit

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**Remarks from Auditee:**
Nil

**Full Audit [Audit Id - 44911] Audit Date: 17/03/2016 PA Score: A**  
Deadline date: 20/06/2016

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**Remarks from Auditee:**
N/A

**Full Audit [Audit Id - 44911] Audit Date: 17/03/2016 PA Score: A**  
Deadline date: 20/06/2016

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**Producer:** Shenzhen James Audio Technology Co., Ltd.
**DBID:** 347643 and Audit Id: 74548
**Audit Date:** 28/02/2017
**Audit Type:** Follow-up Audit

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**Remarks from Auditee:**
Nil

**Full Audit [Audit Id - 44911] Audit Date: 17/03/2016 PA Score: A**  
Deadline date: 20/06/2016

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**Remarks from Auditee:**
N/A

**Full Audit [Audit Id - 44911] Audit Date: 17/03/2016 PA Score: A**  
Deadline date: 20/06/2016

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### Performance Area 9: Special protection for young workers

1. Followup Audit [Audit Id - 74548] Audit Date: 28/02/2017 PA Score: A  
   **Deadline date:**

   **GOOD PRACTICES:**
   None

   **AREAS OF IMPROVEMENT:**
   Not rated
   未审

   **Remarks from Auditee:**
   N/A

   Full Audit [Audit Id - 44911] Audit Date: 17/03/2016 PA Score: A  
   **Deadline date:**

### Performance Area 10: No Precarious Employment

1. Followup Audit [Audit Id - 74548] Audit Date: 28/02/2017 PA Score: A  
   **Deadline date:**

   **GOOD PRACTICES:**
   None

   **AREAS OF IMPROVEMENT:**
   Not rated
   未审

   **Remarks from Auditee:**
   N/A

   Full Audit [Audit Id - 44911] Audit Date: 17/03/2016 PA Score: A  
   **Deadline date:**

### Performance Area 11: No Bonded Labour

1. Followup Audit [Audit Id - 74548] Audit Date: 28/02/2017 PA Score: A  
   **Deadline date:**

   **GOOD PRACTICES:**
   None

   **AREAS OF IMPROVEMENT:**
   Not rated
   未审

   **Remarks from Auditee:**
   N/A

   Full Audit [Audit Id - 44911] Audit Date: 17/03/2016 PA Score: A  
   **Deadline date:**
### Performance Area 12: Protection of the Environment

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#### GOOD PRACTICES:
- None

#### AREAS OF IMPROVEMENT:

Based on satisfactory evidence, the auditee partially fulfilled the principle of Protection of the Environment. The factory had collected the relevant laws and regulations for environmental protection. The factory had filled out the Environmental Impact Registration Form and obtained the environmental impact assessment approval. However, the factory didn't have the risk assessment for the significant impacts and environmental implications, please refer to principle 12.1 for details.

Based on satisfactory evidence, the main auditee partially respect this principle Protection of the Environment, because: 1. It was noted that the factory didn't have the risk assessment for the significant impacts and environmental implications associated to its activity.

#### 12.1 - Previous Finding (CAP on March 17-18, 2016):

- It was noted that the factory didn't have the risk assessment for the significant impacts and environmental implications associated to its activity.

#### Remarks from Auditee:
- Nil

#### Full Audit [Audit Id - 44911] Audit Date: 17/03/2016 PA Score: B

#### Areas of Improvement

Based on satisfactory evidence, the main auditee partially respect this principle Protection of the Environment, because: 1. It was noted that the factory didn't have the risk assessment for the significant impacts and environmental implications associated to its activity.
Performance Area 13: Ethical Business Behaviour

1- Followup Audit [Audit Id - 74548] Audit Date: 28/02/2017 PA Score: A

**GOOD PRACTICES:**
None

**AREAS OF IMPROVEMENT:**

None observed

The overall observation showed that the factory currently fulfilled the requirements of this performance area. The factory had identified the situations and activities where acts of corruption, extortion and embezzlement were most likely to occur and developed relevant policies and procedures against them and provided relevant training to all employees. During the audit process, all required documents were provided timely and as per cross checking, no inconsistent or falsified information was detected. The factory also established a set of procedures to avoid, investigate and discipline any fraud, falsification and misrepresentation in the supply chain. Further, the factory collected and processed workers' personal data with respect for privacy.

无不符合项发现

整体观察显示，工厂目前满足该区域的要求。工厂识别了可能存在的贪污、勒索和侵占的情形及行为并制定了相应的反腐败、反贪污的政策和程序并给所有员工提供了相关的培训。在审核过程中，工厂及时提供了要求的所有文件和信息且在交叉核对时没有发现不一致或者伪造的信息。同时，工厂建立了一系列程序以避免、调查和惩罚任何欺诈、伪造及虚假陈述的行为。此外，在收集和处理员工的个人信息时，工厂确保了对个人隐私的保护。

13.1 - Previous Finding (CAP on March 17-18, 2016):

It was noted that the factory didn’t have training related to ethics and integrity for workers and managers.

Corrected (1st Follow-up Audit on February 28, 2017):

Through documents review and interview with management and employees, the factory had provided training regarding ethics and integrity policy to all employees on February 27, 2017.

已改善(2017年2月28日第一次跟进审核):

根据与管理层和员工的面谈和文件审核，得知工厂在2017年2月27日给所有员工提供道德和诚信度的培训。

**Remarks from Auditee:**

N/A

Full Audit [Audit Id - 44911] Audit Date: 17/03/2016 PA Score: B Deadline date: 20/06/2016

**Good practices**

**Areas of improvement**

Based on satisfactory evidence, the main auditee partially respect this principle Ethical Business Behaviour, because: 1. It was noted that the factory didn’t have training related to ethics and integrity for workers and managers. 工厂没有为员工和管理人员提供道德和诚信度的培训。

**Remarks from Auditee**

N/A
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