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Auditee :	<b>Petcher Footwear Industry (Enping) Co., Ltd.</b>
Audit Date From :	<b>25/01/2016</b>
Audit Date To :	<b>26/01/2016</b>
Expiry Date of the Audit :	<b>25/01/2017</b>
Auditing Company :	<b>TUEV Rheinland</b>
Auditor's Name(s) :	<b>Frank Gao, Summer Xia(Lead)</b>
Auditing Branch (if applicable) :	<b>TUV Rheinland China</b>

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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform. © Foreign Trade Association (FTA), 2013 - The English version is the legally binding One.

**Rating Definitions**



Rating	A combination of ratings per performance area where:	Consequence																																													
<p><b>A</b> <b>OUTSTANDING</b></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>B</b> <b>GOOD</b></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>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></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>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td></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></td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	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		<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	B	B	B	B	B	B	B	B	B																																	
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																																		
<p><b>C</b> <b>ACCEPTABLE</b></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>C</td><td>C</td><td>C</td><td>C</td><td></td><td></td></tr> <tr><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></td><td></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>D</td><td>D</td><td></td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C			A	A	A	A	B	B	B	B	C	C	C	C	D			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	C	C	C	C																																			
A	A	A	A	B	B	B	B	C	C	C	C	D																																			
C	C	C	C	C	C	C	C	C	C	C	C	D	D																																		
<p><b>D</b> <b>INSUFFICIENT</b></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>D</td><td>D</td><td>D</td><td></td><td></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>E</td><td></td><td></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>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td></td></tr> </table>	A	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	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	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	E																																		
<p><b>E</b> <b>UNACCEPTABLE</b></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></td><td></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></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></td></tr> </table>	A	A	A	A	A	A	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		<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																																			
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																																		
<p><b>Zero Tolerance</b></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 :	<b>Petcher Footwear Industry (Enping) Co., Ltd.</b>		
DBID number :	<b>337541</b>		
Audit ID :	<b>43354</b>		
Address :	<b>Fourth Area, Qiaoyuan District, Dahuai Town, Enping City Jiangmen</b>		
Province :	<b>Guangdong</b>	Country :	<b>China</b>
Management Representative :	<b>Mr. Ye Xinzhang</b>		
Contact person:	<b>Xinzhang YE</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Footwear (including sport shoes)</b>
Product Type :	<b>Safety shoes</b>		

**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 : 26/01/2017

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

**Executive summary of audit report**

Petcher Footwear Industry (Enping) Co., Ltd. locates at Fourth Area, Qiaoyuan District, Dahuai Town, Enping City, Guangdong Province, China. The areas include: three 4-storey production buildings, one 4-storey office building, and two 6-storey dormitory buildings, one canteen and kitchen at the 1st floor of dormitory. The main product manufactured by the auditee is safety shoes. The main production processes are listed as follows: cutting - sewing - molding line - packing.

Normal working time: 08:00-12:00, 13:00-17:00, 18:00-20:00 as overtime if necessary, 8 hours per day and 5 days per week. Saturday was arranged as overtime. Sunday was guaranteed as the rest day. Time records of 16 samples from 1 January, 2015 to Audit day are reviewed randomly. Electronic data processing system is used for workers. Maximum overtime work 2 hours per day, 18 hours per week, 82 hours per month and guarantee at least one day rest per week. IC card is used to record each in/out, daily for 4 or 6 times.

Payrolls of 16 samples from January 2015 to December 2015 are reviewed randomly. The local minimum standard sets at RMB1350 per month since 1 May 2015 and RMB1130 per month from 1 May 2013 to 30 April 2015. Wage is calculated by monthly rate and minimum monthly rate is RMB1350, 150% & 200% 300% of normal rate for overtime. The payment cycle is natural month. Wage is paid by cash from 20th to 23th of following month. The factory provided social insurance to all workers, and commercial work-related injury insurance to 130 workers. Canteen and dormitory are provided to all workers free of charge. No transportation provided to workers.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Petcher Footwear Industry (Enping) Co., Ltd.</b>	Legal status :	<b>Co., Ltd.</b>
Auditee aliases :		Year in which the auditee was founded :	<b>2010</b>
Address :	<b>Fourth Area, Qiaoyuan District, Dahuai Town, Enping City</b>	Contact person (please select) :	<b>Xinzhang YE</b>
Province :	<b>Guangdong</b>	Contact's Email :	<b>newman.ye@petcher.com.cn</b>
City :	<b>Jiangmen</b>	Auditee's official language(s) for written communications :	<b>Chinese (Putonghua)</b>
Region :	<b>North East Asia</b>	Other relevant languages for the auditee :	<b>None</b>
Country :	<b>China</b>	Website of auditee (if applicable) :	<b>None</b>
GPS coordinates :	<b>22.1004591979,112.2385470264</b>	Total turnover (in Euros) :	<b>11200000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>150000 paire of shoes</b>
Product Group :	<b>Footwear (including sport shoes)</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>Safety shoes</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>248</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>81</b>	<b>167</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>10</b>	<b>15</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>0</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>40</b>	<b>80</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>81</b>	<b>167</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>0</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>0</b>	

**Finding Report**



Performance Area 1 : Social Management System and Cascade Effect		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43354] Audit Date: 25/01/2016 PA Score: C		
	Based on satisfactory evidence, the main auditee respects this principle. However: 基于令人满意的证据, 被审核方尊重BSCI的本条原则, 但是: 1.4 It was noted that the facility didn't establish the effective workforce planning to reduce the monthly overtime. 评估中发现企业没有建立有效的产能规划来减少月加班时间。	26/06/2016
Remarks from Auditee:		
Performance Area 2 : Workers Involvement and Protection		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43354] Audit Date: 25/01/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43354] Audit Date: 25/01/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 4 : No Discrimination		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43354] Audit Date: 25/01/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 5 : Fair Remuneration		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43354] Audit Date: 25/01/2016 PA Score: A		
Remarks from Auditee:		

Performance Area 6 : Decent Working Hours		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43354] Audit Date: 25/01/2016 PA Score: D		
	Based on satisfactory evidence, the main auditee respects this principle. However: 基于令人满意的证据, 被审核方尊重BSCI的本条原则, 但是: 6.2 It was noted that there were 8 months' overtime hours exceeded 36 hours from 01 January 2015 to 31 December 2015. The maximum monthly overtime was 82 hours in September, 2015. (Laws and Regulations: Labor Law of the P.R.C, Article 41) 评估中发现从2015年1月1日到2015年12月31日, 一共有8个月的月加班时间超过36个小时, 其中最大的月加班是2015年9月份的82个小时。(参考法律法规:《中华人民共和国劳动法》第41条)	26/06/2016
Remarks from Auditee:		
Performance Area 7 : Occupational Health and Safety		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43354] Audit Date: 25/01/2016 PA Score: D		
	Based on satisfactory evidence, the main auditee respects this principle. However: 基于令人满意的证据, 被审核方尊重BSCI的本条原则, 但是: 7.1 It was noted that the facility didn't provide occupational health examination to workers in dust and noise position. (Laws and Regulations: Occupation Disease Prevention Law of P.R.C, Article 36) 评估中发现企业没有给噪声和粉尘岗位的员工提供职业健康检查。(参考法律法规:《中华人民共和国职业病防治法》第36条) 7.7 Some chemicals in chemical warehouse were not labelled. (Laws and Regulations: The Regulation For Chemical Usage Safety in Work Place, Article 14) 评估中发现化学品仓库的部分化学品没有张贴标识。(参考法律法规:《工作场所安全使用化学品规定》第14条) 7.17 It was noted that no belt encasement was installed on belt pulley for some skiving machines in cutting workshop. (Laws and Regulations: General rules of design on health and safety of production facility (GB5083-1999), Article 6.1.2) 评估中发现裁断车间的削皮机的飞轮没有安装防护罩。(参考法律法规:《生产设备安全卫生设计总则》(GB5083-1999)第6.1.2条) 7.20 The potable water inspection report was invalid on 31 July, 2015. 审核发现工厂饮用水检测报告2015年7月31号过期。Remark: The facility didn't transportation to workers. 备注:企业不提供交通给员工。	26/06/2016
Remarks from Auditee:		
Performance Area 8 : No Child Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43354] Audit Date: 25/01/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 9 : Special protection for young workers		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43354] Audit Date: 25/01/2016 PA Score: A		
Remarks from Auditee:		

Performance Area 10 : No Precarious Employment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43354] Audit Date: 25/01/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 11 : No Bonded Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43354] Audit Date: 25/01/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 12 : Protection of the Environment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43354] Audit Date: 25/01/2016 PA Score: B		
	Based on satisfactory evidence, the main auditee respects this principle. However: 基于令人满意的证据, 被审核方尊重BSCI的本条原则, 但是: 12.4 Based on site observation, some waste chemical containers were stored at the open air. (Laws and Regulations: Standard on Pollution Control in Storage of Hazardous Waste, article 6.3.9) 现场审核发现, 工厂一些废弃化学品空桶露天存放。(参考法律法规:《危险废物贮存污染控制标准》第6.3.9条)	26/06/2016
Remarks from Auditee:		
Performance Area 13 : Ethical Business Behaviour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43354] Audit Date: 25/01/2016 PA Score: A		
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	25/01/2016	43354	C	A	A	A	A	D	D	A	A	A	A	B	A	C

**Producer Photos**



No Photos Available