



Social Audit Report

社会责任 审核报告

January 2009
2009 年 1 月

BSCI 7-01/09

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Social Audit Report

社会责任 审核报告

| | | | |
|---------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|--------------------------------------------------------------|----------------------------------------------------------|
| Factory Name: 工厂名称: | | SHANGHAI JIANHUILING SPORTING GOODS | |
| Factory Address: 工厂地址: | | 179 Liaoqin Rd. Fengheng Town, Fengxian Shanghai China | |
| Management Representative: 管理代表: | | Mr. ZHANG Qun guang/ Quality Auditor | |
| Audit Results for BSCI Social Requirements Part B: BSCI 社会责任要求 B 部分: | Good ¹ 良好 <input type="checkbox"/> | Improvement Needed 需要改进 <input type="checkbox"/> | Non-compliant 不合规 <input checked="" type="checkbox"/> |
| Audit Results for Best Practice for Industry Part C: 行业最佳实践 C 部分: | Good 良好 <input type="checkbox"/> | Improvement Needed 需要改进 <input type="checkbox"/> | |
| Audit initiated by: 审核发起人 | BSCI Member: BSCI 成员 <input checked="" type="checkbox"/> | Supplier: 供应商 <input type="checkbox"/> | |
| Auditing Company Name: 审核公司名称: | | UL Responsible Sourcing Inc. | |
| Audit report number: 审核报告号码: | | MA 41 | |
| DBID number: DBID 号码: | | 13685 | |
| Lead Auditor's name and SAAS certificate number: 主审核员的姓名以及 SAAS 证书号码: | | Luke WU A8605 | |
| Auditing Company Address: 审核公司地址: | | 5777 W. Century Blvd., Ste. 1790, Los Angeles, CA 90045, USA | |
| Audit Date: 审核日期: | | Initial Audit: June 12, 2012 | |
| Date for the new BSCI cycle to be started: (3 years from the initial audit): 新的 BSCI 循环即将开始的日期 (自首次审核日期起 3 年) | | June 12, 2015 | |
| Number of Initial audits performed at this facility (Cycle number 1, 2, 3..): 在该厂执行的首次审核的次数 (循环次数 1、2、3..) : | | 1 | |
| Agreed date for closing the CAP (if applicable): 同意结束纠正措施计划的日期 (如适用) : | | | |

¹ Due to the sampling nature of the auditing exercise, absence of findings during an assessment does not assure the full compliance of the facility nor does it guarantee that violations may not appear in the future. BSCI and the auditing company do not accept responsibility for conditions at other locations that may be used in the supply chain of the relevant product or service since this report covers the production site listed under "audited company" only. 由于审核活动的取样性质缘故, 若评估过程缺少调查结果, 则不能保证完全符合该体系, 也不能保证日后不会发生违反情况。由于本报告仅涉及“受审核公司”下列出的生产场所, 因此 BSCI 和该审核公司不对相关产品或服务的供应链中使用的其它场所出现的情况负责

| | |
|---------------------------------------|--------------------------------------------------|
| Date, Signature & Stamp: 日期、簽署和印章: | June 12, 2012/ Signature on file |
|---------------------------------------|--------------------------------------------------|

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|------------------------------------------|-------------------------------------|------------------------------|---------|--------------|
| BSCI Audit Report 社会责任 审核报告 | 工厂名称 | 审核日期 | DBID 号码 | |
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|-----------------------------|------------------------------|---------------------------------------------|---------|
| Lead-Auditor 主审核员 | Luke WU | Additional Auditor 其它审核员 | Jane WU |
| Audit Date 审核日期 | Initial Audit: June 12, 2012 | Number of man days applied 适用的人天数 | 1.5 |

A. Master Data – For full details on the business structure of the company, see complete Master Data in the Audit Questionnaire.

A.主要资料-有关该公司业务结构的全部详情, 请参见审核问卷中的完整的主要资料。

| Location of audited Company 受审核公司地址 | | Basic Data 基本数据 | |
|-----------------------------------------------|-----------------------------------------|------------------------------------------|--------------------------|
| Name of Company 公司名称 | SHANGHAI JIANHUILING SPORTING GOODS | Year of foundation 成立年份 | 2003 |
| http://www. 网址 | http://www.jdzqs.com/ | Legal status 法律地位 | Joint venture limited |
| Street 街道 | 179 Liaoqin Rd. Fengheng Town, Fengxian | Language(s) spoken in company 公司所讲的语言 | Chinese |
| City 城市 | Shanghai | Total capacity per month 月总产量 | 300'000 pieces |
| Zip Code 邮编 | 201408 | Contact Person 联系人 | |
| Country 国家 | China | Name 姓名 | ZHANG Qun guang |
| Phone 电话 | 86-21-57170941 | Position / Language 职位/语言 | Quality Auditor/ Chinese |
| Fax 传真 | 86-21-57170407 | Phone 电话 | 86-21-57170941 |
| DBID Number DBID 号码 | 13685 | E-mail 电邮 | rix@jdzqs.com |

| Business Activities 业活动 | | | |
|-----------------------------------|--------------------------|--------------------------------------------------|-------------------------------------|
| Clothing: 服装: | <input type="checkbox"/> | Construction Material: 建筑材料: | <input type="checkbox"/> |
| Eyewear (Glasses): 各类眼镜(眼镜): | <input type="checkbox"/> | Furniture: 家具: | <input type="checkbox"/> |
| Machinery: 机械: | <input type="checkbox"/> | Other hard goods: 其他耐用品: | <input checked="" type="checkbox"/> |
| Textiles: 纺织品: | <input type="checkbox"/> | Toys: 玩具: | <input type="checkbox"/> |
| | | Electronic Groups: 电子集团: | <input type="checkbox"/> |
| | | Leather Goods (except shoes): 皮制品 (除鞋类): | <input type="checkbox"/> |
| | | Shoes: 鞋类: | <input type="checkbox"/> |
| | | Textiles raw material or accessories 纺织原料或配件: | <input type="checkbox"/> |

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|------------------------------------------|-------------------------------------|------------------------------|---------|--------------|
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B. Audit Assessment Results: Part B BSCI Mandatory Social Requirements
B. 审核评估结果: B 部分 BSCI 强制性的社会责任要求

| | | Results | | | |
|------|---------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | | 2 | 1 | 0 | NA |
| B.1 | Management Practice 管理实践 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| B.2 | Documentation 文件证据 | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| B.3 | Working Time 工时 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| B.4 | Compensation 报酬 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| B.5 | Child Labour / Young Employees 童工 / 未成年员工 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| B.6 | Forced Labour / Prisoner Labour / Disciplinary Measures 强迫劳工/囚犯劳工/惩戒措施 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| B.7 | Freedom of Association / Collective Bargaining 结社自由/集体谈判 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| B.8 | Discrimination 歧视 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| B.9 | Working Conditions 工作条件 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| B.10 | Health and Social Facilities 卫生及社会福利设施 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| B.11 | Occupational Health and Safety 职业安全与健康 | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |
| B.12 | Dormitories 宿舍 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| B.13 | Environment 环境 | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |

| | | | |
|-------------------------------|--------------------------------------------|-------------------------------------------------------------|-----------------------------------------------------------------|
| Total Result: 总体结果: | <input type="checkbox"/> Good 良好 | <input type="checkbox"/> Improvements Needed 需要改进 | <input checked="" type="checkbox"/> Non-compliant 不合规 |
| | | | |

| | | | |
|----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| Please fill in under results 请根据结果填写 | | | |
| 2 = Good 2 = 良好 | 1 = Improvements Needed 1 = 需要改进 | 0 = Critical 0 = 不合规 | NA = Not Applicable NA = 不适用 |
| No deviation from requirements or only minor deviations and full protection of employees is given 符合要求或者仅有次要的要求不符合, 员工受到全面的保护 | Deviations in the minority of requirements and no crucial points 极少数要求不符合, 不存在危急情况 | Deviations in the majority of requirements or/and in crucial points (double framed) 多数要求不符合或/和处于危急关头 (双重框架) | Requirements do not match to the company structure 要求不符合公司结构 |

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Remarks

备注

Opening meeting:

The Initial Onsite Assessment for SHANGHAI JIANHUILING SPORTING GOODS was conducted on June 12, 2012. Auditors were welcomed by the facility's General Manager Mr. JI Qun ping and quality auditor Mr. ZHANG Qun guang. An opening meeting was held, during the meeting, the assessment time frame, scope and main processes were introduced. The management was receptive with the assessment arrangement. And during the whole assessment, the management was cooperative. Mr. ZHANG Qun guang signed the statement of integrity and declaration of consent.

Special circumstances:

B 2.2 The audited facility's current address is "179 Liaoqin Rd. Fengheng Town, Fengxian Shanghai". And it is consistent with the address provided on the audit schedule. The address on its business license is also 179 Liaoqin Rd. Fengheng Town, Fengxian Shanghai. But the address on the tax registration license is "No.739 Chu Ju Road, Feng Cheng Town, Feng Xian Ditric, Shanghai". The management explained that it was the old address of the facility, and there is no more facility at the old address now. The management stated that they plan to update the address on the tax registration license as soon as possible.

B 2.6 A total of 6 employees were interviewed. As per the statement of two interviewees (one is from rotational moulding section and another one is from kitchen), the facility management would record working hours manually and they did not swiped IC card to record their working hours. However, as per the provided time records, all employees use IC card to record their working hours.

As per the statement of two interviewees (one is from rotational moulding section and another one is from packing section), they use IC card to record their working hours and they swiped IC card twice per day (time-in in the morning and time-out in the evening). However, as per the provided time records, employees swiped IC cards four times per day (time-in in the morning, time-out before lunch, time-in after the lunch and time-out in the evening).

As per the statement of two security guards, they conducted 2 shifts (7:00am to 7:00pm for morning shift, and 7:00pm to 7:00am for evening shift). And they change the shift every week. However, as per the provided time records, two different shifts are arranged for the security guards: one interviewed security guard conducted the morning shift which is from 8:00am to 4:00pm, and another interviewed security guard conducted the evening shift which is from 4:00pm to 0:00am. And according to the time records, they do not need to change the shift every week.

The management could not explain why there are inconsistencies with working hours.

B 2.9 As per the statement of two interviewed employees (one from packing section and another one is the security guard), wages in the facility are paid through bank deposit (China Construction Bank). However, as per the provided payroll registers and the statement of the interviewed management, wages in the facility are paid in cash. The management could not explain why there are inconsistencies with wage information.

B 11.3e/ 13.2 The facility did not keep any documents on the disposal process, such as the records of transportation of chemical wastes, or the records of chemical wastes disposal. It has only one disposal contract signed with a licensed waste disposer. But the management stated that they have not sent any wastes to this contracted disposer yet.

Closing meeting:

At the end of the assessment, a closing meeting was held. Mr. ZHANG Qun guang attended the closing meeting. All the concerns and relevant suggestions were communicated to him in details. The management was receptive with the result. And Mr. ZHANG Qun guang signed the CAP. Based on the current result, the facility is graded as "Non-compliant" for future sourcing.

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

| | Findings and Necessary Improvements 审核发现以及必要的改进 | Implementation Date 实施日期 |
|-------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|
| Management Practice 管理手法 | Initial Audit: June 12, 2012 No apparent finding 无明显违反项 | N/A |
| Documentation 文件证据 | <p>Initial Audit: June 12, 2012</p> <p>B.2.2 The facility does not maintain the Building Construction Completion Certification. 工厂没保留房屋竣工验收报告。 The facility should maintain the Building Construction Completion Certification. (Official Notice Regarding Provisional Regulations on the Certificate of Inspection for Completed Building Construction Projects and Municipal Administration Infrastructure Construction Projects, Art 2) 工厂应保留房屋竣工验收报告。</p> <p>B 2.2 The facility has not conducted an environmental impact assessment. 工厂没有做过环境评估。 The facility should have an environmental impact assessment. (PRC Environmental Impact Assessment Law Article 16) 由有资质的环评单位为工厂做环境评估。</p> <p>B 2.2 The facility's tax registration license is registered with an old address (No.739 Chu Ju Road, Feng Cheng Town, Feng Xian Ditric, Shanghai). 工厂的税务登记证上的地址是老地址(上海市奉贤区奉城镇聚聚路 739 号)。 The facility should update its tax registration license with the current address (179 Liaoqin Rd. Fengheng Town, Fengxian Shanghai). (The Law of The People's Republic of China Concerning The Administration of Tax Collection (2001), Article 15) 工厂应该更新税务登记证上的地址。(上海市奉贤区奉城镇燎钦公路 179 号)</p> <p>B.2.6 Inconsistency was detected between the provided time records and the statement of the interviewed employees regarding the working hours' information. 关于工时信息, 提供的考勤和员工汇报存在不一致。 The facility should maintain accurate time records. 工厂应保留准确的考勤。</p> <p>B.2.9 Inconsistency was detected among the statement of the facility management, provided payroll registers and the statement of the interviewed employees regarding the wage payment method. 关于工资支付方式, 管理人员汇报, 提供的工资表和员工汇报存在不一致。 The facility should maintain accurate payroll registers. 工厂应保留准确的工资表。</p> | 6 months 6 个月 |
| Working Time 工时 | Initial Audit: June 12, 2012 No apparent finding 无明显违反项 | N/A |
| Compensation 报酬 | Initial Audit: June 12, 2012 B 4.17 The facility did not guarantee the resigned employees were paid on the resignation days. 工厂没有保证离职员工的工资是在离职当天发放的。 The facility should pay the resigned employees on the days of their resignations. 工厂应该在离职当天给员工发放工资。 | 2 months 2 个月 |
| Child Labour / Young Employees 童工/未成年员工 | Initial Audit: June 12, 2012 No apparent finding 无明显违反项 | N/A |
| Forced Labour / Prisoner Labour / Disciplinary | Initial Audit: June 12, 2012 No apparent finding 无明显违反项 | N/A |

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|-----------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|------------------|------------------|
| Measures 强迫劳工/囚犯劳 工/惩戒措施 | | | | |
| Freedom of Association and Collective Bargaining 结社自由和集体谈 判 | Initial Audit: June 12, 2012 No apparent finding 无明显违反项 | | | N/A |
| Discrimination 歧 视 | Initial Audit: June 12, 2012 No apparent finding 无明显违反项 | | | N/A |
| Working Conditions 工作条件 | Initial Audit: June 12, 2012 No apparent finding 无明显违反项 | | | N/A |
| Health and Social Facilities 卫生及社会福利设 施 | Initial Audit: June 12, 2012 No apparent finding 无明显违反项 | | | N/A |
| Occupational Health and Safety 职业健康与安全 | Initial Audit: June 12, 2012 B.11.2.a The masks provided to the employees working in rotational moulding section are improper. The provided ones are the cotton ones instead of the active carbon ones. 工厂提供给滚塑车间工作的员工的口罩不恰当。提供的是棉质口罩而不是活性炭口罩。 Proper personal protective equipment should be provided to all employees. (PRC Production Safety Law (2002), Article 37) 应给员工提供恰当的个人防护用品。 B.11.2.l The company does not assess any risk to new and expectant mothers and ensure that reasonable steps are taken at the work site to remove or reduce any risk to their health and safety. 公司没有评估孕妇和产妇产工人面临的所有风险，没有确保在工作场所采取合理措施，排除或降低孕妇和产妇产工人的健康与安全风险。 The company should assess all the risks to new and expectant mothers and ensure that reasonable steps are taken at the work site to remove or reduce any risk to their health and safety. 公司应评估孕妇和产妇产工人面临的所有风险，并确保在工作场所采取合理措施，排除或降低孕妇和产妇产工人的健康与安全风险。 B.11.3.c Secondary containers are not provided to the chemicals used in the rotational moulding section. 滚塑车间用到的化学品都没有提供第二容器。 Secondary container should be provided to chemicals used in the facility. (Regulations on Dangerous Chemical Safety Management (2002), Amendment (2011), Article 20) 化学品应提供第二容器。 B.11.3.c Empty chemical containers are exposed to element. 化学品空桶露天存放。 Empty chemical containers and chemical containers should be placed in a designate place. (Regulations on Dangerous Chemical Safety Management (2002), Amendment (2011), Article 24) 空的化学品容器和化学品容器应放在指定的地点。 B 11.3e The facility does not keep records on how the chemical wastes in the facility are disposed of. 工厂没有保留关于工厂产生的化学废品如何处置的记录。 The facility should keep records on the disposal of chemical wastes by | | | 2 months 2 个月 |

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| | <p>the certified chemical waste disposer. 工厂应该保留工厂化学废品处理的记录。</p> <p>B.11.4.k Electrical switches are not labeled with function. 电控开关没有标识功能。 All electrical switches should be labeled with function. 电控开关应标识功能。</p> <p>B.11.5.d The fire alarm button in the packing section is installed too high, at around 1.8 meters. 包装车间火警铃按钮安装过高, 大约 1.8 米。 The base of the fire alarm should be installed 1.3-1.5m above the ground. (Code for Design of Automatic Fire Alarm System (GB50116-98), Article 8.3-8.3.2) 火警铃底部距地面高度应为 1.3~1.5 米。</p> <p>B.11.5.c One set of the fire extinguishers in packing section is blocked by products. 包装车间的一组灭火器被产品堵住。 Fire extinguishers should be unblocked. (Code for Design of Extinguisher distribution in Buildings (GB50140-2005), Article 5.1.3) 灭火器不应被堵。</p> <p>B.11.7.c The secondary exit of the chemical storage is blocked by material. 化学品仓库的第二出口被物料堵住。 Emergency exit should be unblocked. (Regulations on Fire Safety Management for Government Organizations, Parties, Enterprises and Institutions (2002), Article 21) 紧急出口不应被堵。</p> | | | |
| Dormitories 宿舍 | Initial Audit: June 12, 2012 NA There is no dormitory 没有宿舍。 | | | N/A |
| Environment 环境 | Initial Audit: June 12, 2012 B 13.1 Empty chemical containers are exposed to element. 化学品空桶露天存放。 Empty chemical containers and chemical containers should be placed in a designate place. (Regulations on Dangerous Chemical Safety Management (2002), Amendment (2011), Article 24) 空的化学品容器和化学品容器应放在指定的地点。 B 13.2 The facility does not keep records on how the chemical wastes in the facility are disposed of. 工厂没有保留关于工厂产生的化学废品如何处置的记录。 The facility should keep records on the disposal of chemical wastes by the certified chemical waste disposer. 工厂应该保留工厂化学废品处理的记录。 B 13.3 Secondary containers are not provided to the chemicals used in the rotational moulding section. 滚塑车间用到的化学品都没有提供第二容器。 Secondary container should be provided to chemicals used in the facility. (Regulations on Dangerous Chemical Safety Management (2002), Amendment (2011), Article 20) 化学品应提供第二容器。 | | | 2 months 2 个月 |

June 12, 2012/ Signature on file

Date / signature / stamp Auditor

日期/签署/印章 审核员

Signature / stamp Company

签署/印章 公司

| | | | | |
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C. Audit Assessment Results: Part C Best Practice for Industry- Voluntary implementation but auditing is mandatory

C. 审核评估结果：C 部分 行业最佳实践-自愿实施，但审核是强制性的

| | | Results 结果 | | |
|-----|---------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|
| | | 2 | 1 | 不适用 |
| C.1 | Policy 方针 | <input type="checkbox"/> | <input type="checkbox"/> | |
| C.2 | Planning and Implementation 计划和实施 | <input type="checkbox"/> | <input type="checkbox"/> | |
| C.3 | Management Review 管理评审 | <input type="checkbox"/> | <input type="checkbox"/> | |
| C.4 | Control of Subcontractors / Suppliers / Sub-suppliers 分包商/供应商/下级供应商的管制 | <input type="checkbox"/> | <input type="checkbox"/> | |
| C.5 | Control of Homeworkers 家庭工的管制 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| C.6 | Compensation 报酬 | <input type="checkbox"/> | <input type="checkbox"/> | |
| C.7 | Child Labour 童工 | <input type="checkbox"/> | <input type="checkbox"/> | |
| C.8 | Evasion 逃避责任 | <input type="checkbox"/> | <input type="checkbox"/> | |
| C.9 | Outside Communication 对外沟通 | <input type="checkbox"/> | <input type="checkbox"/> | |

Ripe for SA8000 Certification with regard to audit results B. and C.:
根据审核结果 B 和 C 进行 SA8000 认证的时机是否成熟

YES 是 NO 否

Training and assistance necessary but SA8000 certifiable
尽管达到 SA8000 认证标准，是否有必要接受培训和协助

YES 是 NO 否

| | | |
|---------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| Please fill in under results 请根据结果填写 | | |
| 2 = Good 2 = 良好 | 1 = Improvements Needed 1 = 需要改进 | NA = Not Applicable NA = 不适用 |
| No deviation from requirements or only minor deviations and full protection of employees is given 符合要求或者仅有次要的要求不符合，员工受到全面的保护 | Deviations in the minority of requirements and no crucial points 极少数要求不符合，不存在危急情况 | Requirements do not match to the company structure 要求不符合公司结构 |

| | | | | |
|------------------------------------------|-------------------------------------|-------------------------------------|---------|---------------|
| BSCI Audit Report 社会责任 审核报告 | 工厂名称 | 审核日期 | DBID 号码 | |
| | SHANGHAI JIANHUILING SPORTING GOODS | Initial Audit: June 12, 2012 | 13685 | Page 10 of 14 |

| |
|----------------------|
| Remarks 备注 |
|----------------------|

Part C is not assessed because there are concerns in Part B.

| | | | | |
|------------------------------------------|-------------------------------------|------------------------------|---------|---------------|
| BSCI Audit Report 社会责任 审核报告 | 工厂名称 | 审核日期 | DBID 号码 | Page 11 of 14 |
| | SHANGHAI JIANHUILING SPORTING GOODS | Initial Audit: June 12, 2012 | 13685 | |

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

| | Findings and Necessary Improvements 审核发现以及必要的改进 | Agreed 是否同意 | | Implementation Date 实施日期 |
|------------------------------------------------------------|----------------------------------------------------|--------------------------|--------------------------|-----------------------------|
| | | Yes 是 | No 否 | |
| Policy 方针 | Initial Audit: June 12, 2012 Not assessed 没有评估 | <input type="checkbox"/> | <input type="checkbox"/> | |
| Planning and Implementation 计划和实施 | Initial Audit: June 12, 2012 Not assessed 没有评估 | <input type="checkbox"/> | <input type="checkbox"/> | |
| Management Review 管理评审 | Initial Audit: June 12, 2012 Not assessed 没有评估 | <input type="checkbox"/> | <input type="checkbox"/> | |
| Control of Suppliers / Subsuppliers 供应商/下级供应商的管制 | Initial Audit: June 12, 2012 Not assessed 没有评估 | <input type="checkbox"/> | <input type="checkbox"/> | |
| Control of Homeworkers 家庭工的管制 | Initial Audit: June 12, 2012 Not assessed 没有评估 | <input type="checkbox"/> | <input type="checkbox"/> | |
| Compensation 报 酬 | Initial Audit: June 12, 2012 Not assessed 没有评估 | <input type="checkbox"/> | <input type="checkbox"/> | |
| Child Labour 童 工 | Initial Audit: June 12, 2012 Not assessed 没有评估 | <input type="checkbox"/> | <input type="checkbox"/> | |
| Evasion 逃避责任 | Initial Audit: June 12, 2012 Not assessed 没有评估 | <input type="checkbox"/> | <input type="checkbox"/> | |
| Outside Communication 对外沟通 | Initial Audit: June 12, 2012 Not assessed 没有评估 | <input type="checkbox"/> | <input type="checkbox"/> | |

June 12, 2012/ Signature on file

Date / signature / stamp Auditor

日期/签署/印章 审核员

Signature / stamp Company

签署/印章 公司

| | | | | |
|------------------------------------------|-------------------------------------|------------------------------|---------|---------------|
| BSCI Audit Report 社会责任 审核报告 | 工厂名称 | 审核日期 | DBID 号码 | |
| | SHANGHAI JIANHUILING SPORTING GOODS | Initial Audit: June 12, 2012 | 13685 | Page 12 of 14 |

List of Audit Attachments
 审核附件清单

| | Obligatory Attachments- to be included as part of this PDF report 所需附件 作为该 PDF 报告的一部分而被包括进去 | Attached? 已附? |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| 1. | Employees Interview Sheet 员工访谈记录单 | Yes |
| 2. | Photos : outside factory compound, production floor, canteen, dormitories, display of the code of conduct, nursery, etc. 照片: 厂院外、生产楼层、食堂、宿舍、行为守则的展示架、苗圃等等 | Yes |
| 3. | Child Labour Record Sheet 童工记录单 | N/A |

| | Required copies to be available as part of the audit pack, if no legal prohibition for collecting the record, according to local law. 要求提供复印件作为审核资料的一部分, 如果法律允许收集记录, 请依照当地法律。 | Available with the audit files? 已随审核文件提供? |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|
| 5. | Collective Bargaining Agreement 劳资协议 | Yes |
| 6. | Personnel File sample 个人文件样本 | Yes |
| 7. | Time Record sample 时间记录样本 | Yes |
| 8. | Payslip sample 工资条样本 | Yes |
| 9. | Payment to Social Insurance Fund 社会保险金支付 | Yes |
| 10. | Wage List sample 工资表样本 | Yes |
| 11. | Maternity Leave sample 产假样本 | N/A |
| 12. | Work Rules 工作规则 | Yes |
| 13. | Documentation on Health and Safety Training 有关健康与安全培训的文件证据 | Yes |
| 14. | Documentation on Social Issues made by officials or other social audit 由官员或其他社会责任审核员造成的社会责任问题的文件证据 | N/A |
| 15. | Agreement with a union or other worker representative 与工会或其他工人代表签订的协议 | Yes |
| 16. | Authorization for exemptions from statutory regulations 法定豁免的批准 | Yes |
| 17. | | |
| 18. | | |
| 19. | | |
| 20. | | |
| 21. | | |
| 22. | | |
| 23. | | |

| | | | | |
|------------------------------------------|-------------------------------------|-------------------------------------|---------|---------------|
| BSCI Audit Report 社会责任 审核报告 | 工厂名称 | 审核日期 | DBID 号码 | |
| | SHANGHAI JIANHUILING SPORTING GOODS | Initial Audit: June 12, 2012 | 13685 | Page 13 of 14 |
| 24. | | | | |

| | | | | | |
|----------------------|----------------------|--------------------------------|---------------|--------------|------|
| BSCI Audit | Name of Company | Company's Customer ID/Code No. | Date of Audit | Audit Number | Page |
| | SHANGHAI JIANHUILING | N/A | 12/6/2012 | N/A | 1 |

Photographs of factory

Factory (outside)



[Facility name]



[Rotational moulding section]



| | | | | | |
|---------------|----------------------------------------------|--------------------------------|---------------|--------------|------|
| BSCI Audit | Name of Company | Company's Customer ID/Code No. | Date of Audit | Audit Number | Page |
| | SHANGHAI JIANHUILING SPORTING GOODS | N/A | 12/6/201 2 | N/A | 2 |

[Packing section]



[Finished products warehouse]

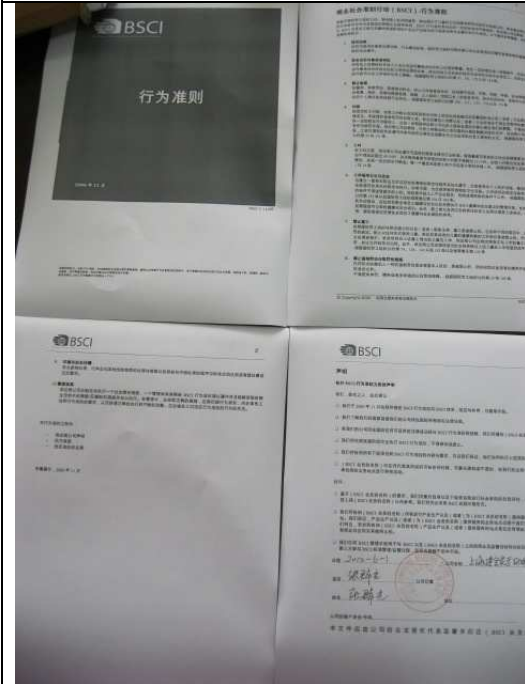


[Canteen]



| | | | | | |
|---------------|----------------------------------------------|--------------------------------|---------------|--------------|------|
| BSCI Audit | Name of Company | Company's Customer ID/Code No. | Date of Audit | Audit Number | Page |
| | SHANGHAI JIANHUILING SPORTING GOODS | N/A | 12/6/201 2 | N/A | 3 |

[Code of Conduct]



[Exposed empty chemical container]



[Missing secondary container]

| | | | | | |
|---------------|-------------------------------------|--------------------------------|---------------|--------------|------|
| BSCI Audit | Name of Company | Company's Customer ID/Code No. | Date of Audit | Audit Number | Page |
| | SHANGHAI JIANHUILING SPORTING GOODS | N/A | 12/6/2012 | N/A | 4 |



[Improper mask]



[Fire alarm button installed too high]



| | | | | | |
|---------------|----------------------------------------------|--------------------------------|---------------|--------------|------|
| BSCI Audit | Name of Company | Company's Customer ID/Code No. | Date of Audit | Audit Number | Page |
| | SHANGHAI JIANHUILING SPORTING GOODS | N/A | 12/6/201 2 | N/A | 5 |

[Blocked fire extinguishers]



[Unlabelled electrical switches]



[Blocked secondary exit]

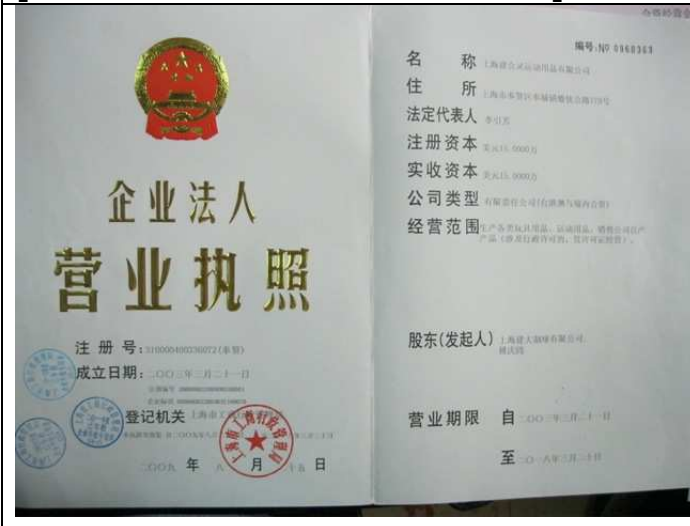


| | | | | | |
|---------------|----------------------------------------------|--------------------------------|---------------|--------------|------|
| BSCI Audit | Name of Company | Company's Customer ID/Code No. | Date of Audit | Audit Number | Page |
| | SHANGHAI JIANHUILING SPORTING GOODS | N/A | 12/6/2012 | N/A | 6 |

[Tax registration license with old address]



[Business license with new address]



[Resigned employees paid on Nov 30, 2012]

上海建会灵运动用品有限公司离职员工工资表

工资发放日期: 2011-11-30

| 序号 | 姓名 | 月薪 | 出勤数 | 出勤天数 | 请假天数 | 请假天数 | 时薪 | 正常工资 | 平时加班 | | 节假日加班 | | 福利 | 年终奖 | 社保 | 绩效工资 | 员工福利 | |
|----|-----|------|-----|------|------|------|----|-------|--------|------|--------|------|----|-----|----|------|--------|-----|
| | | | | | | | | | 工资 | 工资 | 工资 | 工资 | | | | | | |
| 1 | 宋林峰 | 1900 | 176 | 152 | 0 | 32 | 0 | 10.92 | 1637.9 | 0.00 | 698.85 | 0.00 | 50 | | | | 2386.8 | 宋林峰 |
| 2 | 周华 | 1900 | 176 | 152 | 0 | 32 | 0 | 10.92 | 1637.9 | 0.00 | 698.85 | 0.00 | 50 | | | | 2386.8 | 周华 |
| 3 | 张小耀 | 1600 | 176 | 176 | 0 | 32 | 0 | 9.20 | 1600.0 | 0.00 | 588.51 | 0.00 | 50 | 50 | | | 2288.5 | 张小耀 |
| 4 | 梁建红 | 1600 | 176 | 176 | 0 | 32 | 0 | 9.20 | 1600.0 | 0.00 | 588.51 | 0.00 | 50 | 50 | | | 2288.5 | 梁建红 |

| | | | | | |
|---------------|----------------------------------------------|--------------------------------|---------------|--------------|------|
| BSCI Audit | Name of Company | Company's Customer ID/Code No. | Date of Audit | Audit Number | Page |
| | SHANGHAI JIANHUILING SPORTING GOODS | N/A | 12/6/2012 | N/A | 7 |

[Resignation record showing she resigned on Nov 26, 2012]

辞职信

姓名: 宋桂玲 部门: 上海总装车间

事由: 回家照顾父母

申请时间: 2011年10月27日 时 分

最后工作日期: 2011年11月26日

申请人: 宋桂玲 日期: 2011.10.27

审批人: 乔勤华 日期: 2011.10.28

人事部审批: _____ 日期: _____