



# 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

<b>Factory Name: 工厂名称:</b>		Zuji Metal Packaging And Printing Co Ltd	
<b>Factory Address: 工厂地址:</b>		New Industry, 4th Xinyuan Rd, Yuanzhou Town, Boluo County, Guangdong, China	
<b>Management Representative: 管理代表:</b>		Ms. ZHU Xiuqin/Manager	
Audit Results for BSCI Social Requirements Part B: BSCI 社会责任要求 B 部分:	Good <sup>1</sup> 良好 <input checked="" type="checkbox"/>	Improvement Needed 需要改进 <input type="checkbox"/>	Non-compliant 不合规 <input 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 checked="" 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:		STR-RS	
Audit report number: 审核报告号码:		BSCI08268/S11-22680_057-0006/MA 138	
DBID number: DBID 号码:		23779	
Lead Auditor's name and SAAS certificate number: 主审核员的姓名以及 SAAS 证书号码:		Billy CHEN SAAS Certificate:	
Auditing Company Address: 审核公司地址:		5777 W. Century Blvd., Suite 1790, Los Angeles, CA	
Audit Date: 审核日期:		Initial Onsite: January 21, 2011	
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)		January 21, 2014	
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):		Part C: Pending	
Date, Signature & Stamp: 日期、签署和印章:		January 21, 2011 on file	

<sup>1</sup> 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

<b>BSCI</b> 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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<b>Lead-Auditor</b> 主审核员	Billy CHEN	<b>Additional Auditor</b> 其它审核员	Nina ZHANG
<b>Audit Date</b> 审核日期	<b>Initial: January 21, 2011</b>	<b>Number of man days applied</b> 适用的人天数	2

**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	Zuji Metal Packaging And Printing Co Ltd	Year of foundation 成立年份	March 28, 2003
http://www. 网址	jiabao.com.hk	Legal status 法律地位	Limited Company
Street 街道	New Industry, 4th Xinyuan Rd, Yuanzhou Town, Boluo County,	Language(s) spoken in company 公司所讲的语言	Mandarin
City 城市	Huizhou	Total capacity per month 月总产量	1,200,000 PCS
Zip Code 邮编	Guangdong 516123	Contact Person 联系人	
Country 国家	China	Name 姓名	Ms. ZHU Xiuqin
Phone 电话	+86-752-6813 666	Position / Language 职位/语言	Manager/Cantonese & Mandarin
Fax 传真	+86-752-6816 816	Phone 电话	+86-13928343536
DBID Number DBID 号码	23779	E-mail 电邮	qin@jiabao.com.hk

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

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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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.12	Dormitories 宿舍	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.13	Environment 环境	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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

STR-RS auditors conducted the initial onsite audit to Zuji Metal Packaging And Printing Co Ltd January 21, 2011 on an announced basis. Upon arrival, Ms. ZHU Xiuqin/Manager and other management greeted the auditors. After exchanging business cards, the auditors conducted an opening meeting with the management. The purpose and process of the assessment were explained. The assessment was granted, including document review, health and safety walkthrough and employee interview, and Ms. ZHU Xiuqin/Manager signed on the Statement of Integrity and Declaration of Consent.

Other information:

As per the statement of the facility management, there is no obvious peak or low season in the facility. All the employees were paid with hourly rate, and the payment of the given month was issued before 28th of the following month in cash, with the latest payment period as November 2010. The facility maintained the payroll records of 12 months in last year, and the payroll records of September, October and November 2010 as well as the time records from September 2010 to January 2011 were requested and provided for review.

As per the provided payroll records and interviewees' testimonies, all the employees were paid with hourly rate from RMB4.3 to RMB7 per hour which was over the local minimum wage RMB 4.08 per hour (RMB710/21.75/8). All the employees were paid with 200% of the normal wage for the rest day overtime. All the employees were provided with normal wage for the statutory holiday. Living wage in China is RMB1158 and the average wage in current facility is RMB1150.

The finger-printing system was used to record the working hours for all the employees. All the employees from printing section worked on 2 shifts from 8:00am to 4:00pm, and from 4:00pm to 12:00am. All other employees worked on one shift from 7:30am/8:00am to 11:30am/12:00pm and from 1:00pm/1:30pm to 5:00pm/5:30pm, and conducted 8 hours of rest day overtime on Saturday for 4 times per month, but never conducted regular overtime or Sunday work. The maximum weekly working hours was up to 48 hours and the maximum monthly overtime was up to 32 hours, which were in line with the local regulations and client's code of conduct.

Closing meeting:

At the end of the assessment, a closing meeting was held with the facility management. As there was no concern detected during this assessment, the facility was graded as "good" for this assessment, and Ms. ZHU Xiuqin/Manager signed the CAP finally.

Notes: As per the facility management, there were a total of 138 employees working at the facility currently. However, as per the spot interview with one security guard, there were actually more than 400 employees working at the facility and he stated that he did not know where other employees were on the assessment day and why. The auditors tried efforts to find some clues from the onsite observation including the dormitory and the employees interview, but could not find any. In addition, all the desks on the work floors were clean, and no production records could be found onsite, and they were stored well in the office and only provided for review in the office.

The warehouse of a flat building was rent by another facility named Chuang Ji Metal Factory, whose independent business license and renting contract was provided for review, and this warehouse was also allowed for health and safety walkthrough, with no finding detected.

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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**

	<b>Findings and Necessary Improvements</b> 审核发现以及必要的改进	<b>Implementation Date</b> 实施日期
<b>Management Practice</b> 管理手法	January 21, 2011-Initial Audit No apparent concern 无明显不符合项	N/A
<b>Documentation</b> 文件证据	January 21, 2011-Initial Audit No apparent concern 无明显不符合项	N/A
<b>Working Time</b> 工时	January 21, 2011-Initial Audit No apparent concern 无明显不符合项	N/A
<b>Compensation</b> 报酬	January 21, 2011-Initial Audit No apparent concern 无明显不符合项	N/A
<b>Child Labour / Young Employees</b> 童工/未成年员工	January 21, 2011-Initial Audit No apparent concern 无明显不符合项	N/A
<b>Forced Labour / Prisoner Labour / Disciplinary Measures</b> 强迫劳工/囚犯劳工/惩戒措施	January 21, 2011-Initial Audit No apparent concern 无明显不符合项	N/A
<b>Freedom of Association and Collective Bargaining</b> 结社自由和集体谈判	January 21, 2011-Initial Audit No apparent concern 无明显不符合项	N/A
<b>Discrimination</b> 歧视	January 21, 2011-Initial Audit No apparent concern 无明显不符合项	N/A
<b>Working Conditions</b> 工作条件	January 21, 2011-Initial Audit No apparent concern 无明显不符合项	N/A
<b>Health and Social Facilities</b> 卫生及社会福利设施	January 21, 2011-Initial Audit No apparent concern 无明显不符合项	N/A

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<b>Occupational Health and Safety</b> 职业健康与安全	January 21, 2011-Initial Audit No apparent concern 无明显不符合项			N/A
<b>Dormitories</b> 宿舍	January 21, 2011-Initial Audit No apparent concern 无明显不符合项			N/A
<b>Environment</b> 环境	January 21, 2011-Initial Audit No apparent concern 无明显不符合项			N/A

January 21, 2011 (on file)

Ms. ZHU Xiuqin/Manager

Date / signature / stamp Auditor

Signature / stamp Company

日期/签署/印章 审核员

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 checked="" type="checkbox"/>	
C.2	Planning and Implementation 计划和实施	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.3	Management Review 管理评审	<input type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	
C.5	Control of Homeworkers 家庭工的管制	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
C.6	Compensation 报酬	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.7	Child Labour 童工	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.8	Evasion 逃避责任	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.9	Outside Communication 对外沟通	<input type="checkbox"/>	<input checked="" 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

<input type="checkbox"/>	YES 是	<input checked="" type="checkbox"/>	NO 否
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**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

<input type="checkbox"/>	YES 是	<input checked="" type="checkbox"/>	NO 否
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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



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The management was informed that part C was considered "Best Practice" for the Client during the opening and closing meeting. The auditors also explained the nature of SA8000 and its requirements to the facility management. They were not ready for the certificate of SA 8000. So, the time frame provided was pending.

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**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	
<b>Policy</b> 方针	January 21, 2011-Initial Audit C.1.1 The top management should define a policy to their employees for social accountability and labour conditions that: 最高管理层应当向雇员解释公司有关社会责任和劳动条件的方针： a) includes a commitment to conform to all requirements of SA8000 Standard. 当中包括承诺遵守 SA8000 标准的所有规定。 b) includes a commitment to comply with national and other applicable law, other requirements to which the company subscribes and to respect the international instruments and their interpretation. 当中包括承诺遵守国家法例和其它可应用法例，以及公司赞同的其它要求，并承诺尊重国际间的协议及其解释。 c) includes a commitment to continual improvement. 当中包括承诺持久地作出改善 d) is effectively documented, implemented, maintained, communicated and is accessible in a comprehensible form for all personnel, including directors, executives, management, supervisors and staff, whether directly employed, contracted or otherwise representing the company. 这些方针会有效地以文件记录、落实执行、沟通，并且让所有人员全面掌握，包括董事、行政人员、管理人员、监督和职工，不论是直接聘用、合约聘用或以其它形式代表公司。 e) is publicly available. 这些方针是公开的。	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Pending 待定
<b>Planning and Implementation</b> 计划和实施	January 21, 2011-Initial Audit C.2.1 The Company does not ensure that the requirements of the SA8000 Standard are understood and implemented at all levels of the organisation. 工厂没有确保组织内各阶层都明白和执行 SA8000 标准的要求。 The Company should ensure that the requirements of the SA8000 Standard are understood and implemented at all levels of the organisation. The methods include, among others, a) clear definition of roles, responsibilities and authority. 清楚界定角色、责任和权力 b) training of new and/or temporary employees upon hiring. 聘用新入职及/或临时雇员时提供训练。 c) periodic training and awareness programme for existing employees. 为现职员工定期提供训练和提高意识的计划 d) continuous monitoring of activities and results to demonstrate the effectiveness of systems implemented to meet the company's policy and the requirements of this standard. 不断监察活动和成果，以显示制度的有效性，藉此达到公司方针和这个标准的要求。	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Pending 待定

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<b>Management Review</b> 管理评审	January 21, 2011-Initial Audit C.3 The top management does not periodically review the adequacy, suitability, and continuing effectiveness of the company's policy, procedures and performance results vis-à-vis the requirements of the SA8000 Standard and other requirements to which the company subscribes. Amendments and improvements should be implemented where appropriate. 工厂最高管理层未定期对照 SA8000 标准的要求或公司赞同的其他要求，检讨公司的方针、程序和表现是否足够、适当和持续有效。 The top management should periodically review the adequacy, suitability, and continuing effectiveness of the company's policy, procedures and performance results vis-à-vis the requirements of the SA8000 Standard and other requirements to which the company subscribes. Amendments and improvements should be implemented where appropriate. 工厂最高管理层应定期对照 SA8000 标准的要求或公司赞同的其他要求，检讨公司的方针、程序和表现是否足够、适当和持续有效。		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Pending 待定
<b>Control of Suppliers / Subsuppliers</b> 供应商/下级供应商的管制	January 21, 2011-Initial Audit C.4.1 The Company does not establish and maintain appropriate procedures to recruit subcontractors / suppliers / sub-suppliers based on their ability to meet the requirements of the SA8000 Standard.工厂没有根据其迎合 SA8000 标准的要求的能力，建立并维持适当的程序，去聘用分包商/供货商/分供货商。 The Company should establish and maintain appropriate procedures to recruit subcontractors / suppliers / sub-suppliers based on their ability to meet the requirements of the SA8000 Standard.工厂应根据其迎合 SA8000 标准的要求的能力，建立并维持适当的程序，去聘用分包商/供货商/分供货商。  C.4.2 The Company does not maintain appropriate records of subcontractors / suppliers / sub-suppliers commitments to social accountability (SA8000).工厂未保留分包商/供货商/分供货商承诺负上 SA8000 社会责任的适当记录。 The Company should maintain appropriate records of subcontractors / suppliers / sub-suppliers commitments to social accountability (SA8000).工厂应保留分包商/供货商/分供货商承诺负上 SA8000 社会责任的适当记录。  C.4.3 The Company does not establish a system to monitor the subcontractors / suppliers / sub-suppliers social performance against the requirements of the SA8000 Standard.工厂未建立一个制度，以监察分包商/供货商/分供货商的社会责任表现是否遵照 SA8000 标准的要求。 The Company should establish a system to monitor the subcontractors / suppliers / sub-suppliers social performance against the requirements of the SA8000 Standard.工厂应建立一个制度，以监察分包商/供货商/分供货商的社会责任表现是否遵照 SA8000 标准的要求。  C.4.4 The Company does not maintain reasonable evidence that the subcontractors / suppliers / sub-suppliers continuously improve conditions to meet the requirements of the SA8000 Standard.工厂没有保留合理的证据，证明分包商/供货商/分供货商不断改善，以达到 SA8000 标准的要求。 The Company should maintain reasonable evidence that the subcontractors / suppliers / sub-suppliers continuously improve conditions to meet the requirements of the SA8000 Standard.工厂应保留合理的证据，证明分包商/供货商/分供货商不断改善，以达到 SA8000 标准的要求。		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Pending 待定
<b>Control of Homeworkers</b> 家庭工的管制	January 21, 2011-Initial Audit N/A No home workers are used at the facility. 没有使用家庭工，不适用。		<input type="checkbox"/>	<input type="checkbox"/>	N/A

<b>BSCI</b> 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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<b>Compensation</b> 报酬	January 21, 2011-Initial Audit C.6 The facility does not have a well-defined plan for achieving the basic needs wage within a specified and reasonable period of time. 厂方没有有一个周详的计划，尝试在一个确定和可接受的期限达到工资可以支付生活基本需要的水平。 The facility should have a well-defined plan for achieving the basic needs wage within a specified and reasonable period of time. 厂方应当有一个周详的计划，尝试在一个确定和可接受的期限达到工资可以支付生活基本需要的水平。	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Pending 待定
<b>Child Labour</b> 童工	January 21, 2011-Initial Audit No apparent concern. 暂无发现。	<input type="checkbox"/>	<input type="checkbox"/>	N/A
<b>Evasion</b> 逃避责任	January 21, 2011-Initial Audit No apparent concern. 暂无发现。	<input type="checkbox"/>	<input type="checkbox"/>	N/A
<b>Outside Communication</b> 对外沟通	January 21, 2011-Initial Audit C.9.1 The company hasn't take procedures to communicate with related parties on compliance of the SA8000 standards including the management reviews or the monitoring systems. 工厂没有保留一份关于与其他方沟通 SA8000 标准的文件，包括管理人员的审核和监督系统。 The company should take procedures to communicate with related parties on compliance of the SA8000 standards including the management reviews and the monitoring systems. 工厂需要保留一份关于与其他方沟通 SA8000 标准的文件，包括管理人员的审核和监督系统。	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Pending 待定

January 21, 2011 (on file)

Ms. ZHU Xiuqin/Manager

Date / signature / stamp Auditor

Signature / stamp Company

日期/签署/印章 审核员

签署/印章 公司

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**List of Audit Attachments**  
**审核附件清单**

	<b>Obligatory Attachments- to be included as part of this PDF report</b> <b>所需附件 作为该 PDF 报告的一部分而被包括进去</b>	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

	<b>Required copies to be available as part of the audit pack, if no legal prohibition for collecting the record, according to local law.</b> <b>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。</b>	Available with the audit files? 已随审核文件提供?
5.	Collective Bargaining Agreement 劳资协议	N/A
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	Yes
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	N/A
16.	Authorization for exemptions from statutory regulations 法定豁免的批准	Yes (social insurance waiver)
17.		
18.		
19.		
20.		
21.		
22.		

<b>BSCI</b> 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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23.				
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